



# Future of Work, Protection of Labor' Rights in Using Artificial Intelligence Based on SDGs 8.9

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**Abstract.** There is a fear of workers on the losing of their jobs due to the use of artificial intelligence. Artificial intelligence is very much needed as an effort to create jobs in the tourism sector. Involving all parties is absolutely necessary as an effort to realize Sustainable Development Goal's 8.9 (SDGs 8.9). The purpose of this study is to provide an understanding of the future of work concept in using artificial intelligence based on SDGs 8.9. This legal research uses a socio legal approach. The results of the study indicated that the protection of workers' rights in using artificial intelligence must meet the elements of substance, structure and legal culture. The concept of future of work in this paper is interpreted as the interrelatedness within work, workers and the workplace. Building legal substance in the concept of future of work must be based on the principle of local wisdom. Building a legal structure in the future of work concept means that all parties are involved in the use of artificial intelligence in the workplace. Building a legal culture for the future of work must be based on the interrelatedness of Work, Workforce, and Workplace. Work means our work. The use of artificial intelligence is only for repetitive work. The right use of artificial intelligence can provide innovation opportunities for us as workers. The workplace concept is where we work which is in the era of society 5.0 now it is not limited by space and time. The output and outcome of the future of work is to provide an optimum benefit.

**Keywords:** Future of Work · Artificial Intelligence · SDGs 8.9 · Benefits

## 1 Introduction

The development of the world of work moves very quickly, along with the development of information and digitalization, especially during the Covid-19 pandemic [1, 2]. The fast-moving industrial revolution, now is moving from the industrial revolution 4.0 to society 5.0, that seems to have not been counterbalanced by most of the Indonesian people.

Socio-economic conditions and inter-community culture in Indonesia have not been standardized. The government is always trying to improve facilities, infrastructure and

technology. The reach of technology is not evenly distributed throughout the archipelago. In one area there are already technological problems that use artificial intelligence, while in other areas, technology, internet, and electricity are still far away from the reality. This inequality must be the basis of every policy related to the world of work.

Indonesia is depicted to a string of emeralds at the equator. Often referred to as heaven on earth because its diversity of flora, fauna, culture and natural beauty. Yes, Indonesia's natural beauty is a very important potential to be explored, improved in order to become one of the means to create the welfare of the nation.

Natural potential must be developed as a means of opportunity to increase economic growth. The existence of workers' fear of losing their jobs due to the utilization of artificial intelligence must be eliminated immediately. We don't need to be lost in the fear of losing our jobs due to the utilization of artificial intelligence. Our mindset towards artificial intelligence must be directed to positive things. Artificial intelligence is very much needed as an effort to create jobs in the tourism sector that utilizes the potential of nature.

We have to think about wasteland as a potential for business. Artificial intelligence is needed as an effort to create jobs in the tourism sector. Utilization efforts must be sustainable. Involving all parties is absolutely necessary as an effort to realize sustainable tourism that creates jobs, promotes local culture and products. The involvement of all parties is absolutely necessary as an effort to realize the Sustainable Development Goal's 8.9 (SDGs 8.9).

This paper discusses an understanding of the concept of worker protection in the future of work in utilizing artificial intelligence based on SDGs 8.9.

## **2 Research Method**

This legal research uses a socio legal approach. This study examines the concepts, laws and regulations [3] in terms [4] of finding answers to worker protection in the future of work concept [5] in using artificial intelligence needed as an effort to create sustainable tourism that creates jobs, promotes local culture and products according to SDGs 8.9.

## **3 Result and Discussion**

### **3.1 Future of Work**

Future of work can be interpreted as working in the future. The term future work appeared before 2019 refers to a prediction that sometime in the future there will be work that will come and be carried out in an irregular manner for a long time [6]. It is possible in one week not to work full time for 40 hours.

This prediction turned out to be faster than we thought. At the beginning of 2020, the world was shaken by Covid-19 [7, 8]. The COVID-19 pandemic that has hit citizens of the world has forced every country to implement rules to limit social activities [9–11]. Avoid crowds [12, 13], minimize the number of gatherings in certain places [14, 15]. The workplace must also comply with government regulations to reduce the number of workers present at the workplace to 75% of the total workforce [16]. The policies

taken by the employer may also change according to the ability of the employer [17]. A policy can be made that employs 50% of the total number of workers, even up to 25% of workers who are present at the workplace. The goal is to prevent the spread and reduce the number of victims of COVID-19 [18, 19].

The COVID-19 pandemic has forced us to work from home [20]. Information and communication technology is rapidly becoming a tool for working from home [21]. Two years passed, the number of users of information and communication technology is increasing to carry out their daily activities [22]. This has resulted in the growth of a new, more flexible culture [23].

None is ready for this lifestyle change [24]. Skills in using information and communication technology tools have distinguished the quality of workers. Workers who are skilled at using information and communication technology tools are better prepared to deal with changing working conditions today. The current working conditions have indeed entered the era of the industrial revolution 4.0 [25]. Data exchange can already be done through cyber-physical systems, internet of things (IoT), cloud computing and cognitive computing. The period of the industrial revolution 4.0 has continued to enter the era of society 5.0. A period where the role of humans grows to utilize the technology they created more wisely [26].

Future work can be interpreted as a unity within work, workforce and workplace [27]. Work can be interpreted as work. The work we do every day must be qualified.[28] The utilization of artificial intelligence is only for repetitive work [29]. The right utilization of artificial intelligence can provide innovation opportunities for us as workers [30].

Workforce can be interpreted as the power of workers [31]. Workforce is our power or ability as workers to do work [31]. A good workforce management system is needed. It is necessary to determine the type of legal relationship in carrying out the work [32]. Whether to use a legal relationship system with permanent employee status, contract worker status, or a legal relationship system with a partnership.

The concept of the workplace is where we work [33]. Workplace is a place where we work to do some activities [34]. Workplace in the era of society 5.0 is not limited by space and time. The output and outcome of the future of work is to provide an optimum benefit. The concept of future of work in this paper is interpreted as the interrelatedness within work, work force and work place. Future work can be interpreted as doing any work, anytime and anywhere. Flexibility is the basis of future work.

### **3.2 Labour Protection**

Protection of workers' rights in using artificial intelligence must meet the elements of substance, structure and legal culture. Legal protection in the field of labor law has two axes, namely productivity and welfare [35]. These two axes must be the basis of the government in carrying out its functions, namely regulating, implementing and supervising [36]. Protection of workers from the point of view of substance, is closely related to the content of the rule of law [37]. How rules and policies are made by balancing two different interests. Very conditional. Building a legal structure in the future of work concept means that all parties are involved in the use of artificial intelligence in the workplace. Building a legal culture for the future of work must be based on the interrelatedness of Work, Workforce, and Workplace.

### 3.3 Artificial Intelligence

Artificial intelligence may change every aspect of our lives. It affects the way we work and play. It promises to help solve global challenges such as climate change and access to quality medical care. But artificial intelligence also brings real challenges to governments and citizens [38]. As artificial intelligence permeates economies and societies, what kind of policy and institutional frameworks should guide the design and utilize of artificial intelligence, and how can we ensure that it benefits society as a whole?

What is artificial intelligence? In this paper, artificial intelligence parameters are used based on The OECD artificial intelligence Principles. Organization Economic Co-Operation Development (OECD) is a world organization consisting of 35 developed countries that aims to establish cooperation with developing countries to improve the economy [39].

Until now, there is a desire for Indonesia to become a member of the OECD, so that Indonesia has launched Indonesia making Indonesia 4.0. The demographic bonus and natural potential are the basis for predicting success. In 2045 Indonesia has been becoming a developed country.

The OECD artificial intelligence Principles consists of Values-based principles; Human-centred values and fairness; Transparency and explainability; Robustness, security and safety; Accountability; Values-based principles [40].

Inclusive growth, sustainable development and prosperity. This principle highlights the credible potential of artificial intelligence to contribute to the overall growth and prosperity of all – individuals, communities and the planet – and advance global development goals [41].

Human-centred values and fairness [42]. Artificial intelligence systems must be designed in a way that respects the rule of law, human rights, democratic values and diversity, and must include appropriate safeguards to ensure a just society [43].

Transparency and explainability. This principle is about transparency and responsible disclosure around AI systems to ensure that people understand when they are engaging with them and can gain results [44].

Robustness, security and safety. AI systems must function in a robust, secure, and secure manner throughout their life time, and potential risks must be continuously assessed and managed [45].

Accountability. Organizations and individuals developing, implementing or operating AI systems must be held accountable for their proper functioning in line with the OECD values-based principles for AI [38].

Recommendations for policy makers. Invest in AI research and development. Governments should facilitate public and private investment in research & development to spur innovation in trustworthy AI. Fostering a digital ecosystem for AI.

Governments should promote an accessible AI ecosystem with digital infrastructure and technology, as well as mechanisms to shape an enabling policy environment for AI. Governments must create a policy environment that will pave the way for the adoption of trusted AI systems.

Building human capacity and preparing for the transformation of the labor market. Government must equip people with AI skills and support workers to ensure a fair transition.

International cooperation for trustworthy AI. Governments must work together across borders and sectors to share information, develop standards, and work towards responsible AI management.

### 3.4 SDGs 8.9

Sustainable development must cover all fields or aspects of human life. Sustainable development is a continuation of the global program of the millennium development goals (MDGs) [46]. The MDGs have been carried out jointly by the world community since 2000–2015. The target for sustainable development is 2030 [47].

Indonesia's success in the MDGs reaches 70% of all parameters or indicators, although efforts must be made to improve health and poverty. The Health sector also covers maternal and infant mortality, malnutrition, and HIV-AIDS.

Indonesia is one of the countries that has committed to implementing the SDGs, so strategic actions have been taken. There are five strategic actions that have been taken by Indonesia, namely mapping the goals and targets of the SDGs and national development priorities; the availability of SDGs data and indicators; develop operational definitions of all SDGs indicators; stipulate presidential regulations related to the implementation of the SDGs; prepare national and regional action plans for the implementation of the SDGs. In addition, establishing a national SDGs secretariat which consists of Ministries/agencies, BPS, academics, experts, civil society organizations and philanthropy & business have been involved in various preparation processes for the implementation of SDGs in Indonesia.

There are three SDGs principles adopted by Indonesia, namely universality, integration and no one left behind. The principle of universality encourages all countries in the world to implement the SDGs. Even in Indonesia, it will also be implemented in all regions/areas in Indonesia. The principle of integration places the importance of having a common goal in compiling a program of activities in all areas of life. The principle of no one left behind is concerned with the ultimate goal, namely the benefits that must be felt by everyone, especially vulnerable groups. Its implementation must involve all stakeholders.

SDGs has 17 goals, namely: No poverty; Zero hunger; Good health and well being; Quality education; Gender equality; Clear water and sanitation; Affordable and clean energy; Decent work and economic growth; Industry, innovation dan infrastructure; Reduce inequalities; Sustainable cities and communities; Responsible consumption and production; Climate action; Life below water; Life on land; Peace, justice and strong institutions partnerships for the goals [48].

Of the seventeen goals contained in the SDGs, they can be broadly grouped into four, namely the pillars of social development (1, 2, 3, 4 and 5); pillars of economic development (7, 8, 9, 10 and 17); pillars of environmental development (goals 6, 11, 12, 13, 14 and 15) and legal development and governance (goals 16).

The eighth goal of the SDGs is decent work and economic growth. There are ten targets set in SDGs point 8, namely:

1. Maintain economic growth of at least 7% annual gross domestic product growth in least developed countries;

2. Increase economic productivity, in all sectors through labor intensive;
3. Creating productive economic development policies, including micro-enterprises
4. progressively increase until 2030, the efficiency of global resources in consumption and production, as well as efforts to unlink economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries as the guide.
5. Realizing decent workers with the principle of non-discrimination in 2030;
6. Reducing unemployed and uneducated youth
7. Eliminate forced labour, child labor by 2025
8. Protect workers, including women migrant workers
9. Develop and implement policies on job creation in the field of sustainable tourism based on local culture and products
10. Improve access to finance for all
11. increase assistance to support trade for developing countries, especially least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance for least developed countries; and by 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labor Organization [49].

This paper discusses worker protection related to the use of artificial intelligence in relation to the 8th SDGs goal, specifically point 8.9. By 2030, design and implement policies to promote sustainable tourism which creates jobs and promotes local culture and products.

The indicator of success in achieving SDGs point 8.9 is the increasing growth rate of tourism's contribution to gross domestic product [50]. There are three additional indicators used, namely the numbers of foreign tourists, domestic tourist visits and foreign exchange in the tourism sector [51].

The number of foreign tourists to Indonesia until the end of 2021 is 1.48 million. This number has decreased by 61.82% compared to 2020 of 16,108,600. The number of domestic tourist visits until the end of 2021 is 518.59 million. This number has decreased by 28.2% compared to 2020 of 16,108,600. The amount of foreign exchange in the tourism sector fell, following the decline in the number of foreign tourists to Indonesia. This decline was felt by all countries in the world due to the COVID-19 pandemic.

### **3.5 Protection of Workers in the Tourism Sector Using Artificial Intelligence Based on Local Culture and Products**

Tourism is a field that absorbs a lot of labor. Both direct, indirect or secondary workers. We can see the creation of employment opportunities starting from tourists departing from their place of residence when the tour begins [52]. Traveling to public transportation, airports, ports, stations or bus station. All of which require manpower, especially workers in the field of transporting people and goods. Furthermore, during a tour they need a place to stay, there are hotels, motels, apartments, homestays, all of which require labor. Likewise, a tour guide is needed. Food, beverage, shopping, etc.

Building tourist attractions can be efficient when utilizing natural resources in the surrounding area. Natural potential must be developed as a means of opportunity to increase economic growth. We have to optimize the use of wasteland into business potentials. Community based tourism (CBT) is very appropriate when it is associated with the implementation of SDGs point 8.9.

Building a tourist village by involving all relevant parties, surrounding communities, stakeholders, owners of capital, are needed to create a tourist village so that it can become a forum for job creation. Artificial intelligence is very much needed as an effort to create jobs in the tourism sector that utilizes the potential of nature.

Exploiting natural potential for now in the era of the industrial revolution 4.0 towards society 5.0. will be maximized if utilizing artificial intelligence. The natural beauty of Indonesia if properly documented in conventional or electronic form will easily become goods that are traded. Artificial intelligence can be utilized to promote tourism products. The form of artificial intelligence is a robot. Customer robots can be created to offer local tourist attractions. Chatbots can answer potential customer questions. If there is an inn in the tourist village, the check-in and checkout processes can utilize artificial intelligence.

Of course, with the utilization of artificial intelligence, it will replace the role of workers. This is where the importance of the state to present in creating a legal system related to the tourism sector by applying the concept of a flexible future network. Building legal substance in the future of work concept, must be based on the principle of local wisdom, involve all parties and be sustainable in accordance with SDGs 8.9.

Protection of workers' rights in utilizing artificial intelligence must meet the elements of substance, structure and legal culture. The concept of the future of work in this paper is interpreted as the relationship within work, workers and the workplace. Building legal substance in the concept of future work must be based on the principle of local wisdom. Building a legal structure in the future of the work concept means all parties are involved in the utilization of artificial intelligence in the workplace. Building a legal culture for the future of work must be based on the linkages within work, workforce, and the workplace. Work means our work. The utilization of artificial intelligence is only for repetitive work. The proper utilization of artificial intelligence can provide innovation opportunities for us as workers. The concept of the workplace is where we work which is in the era of society 5.0 now not limited by space and time. Future outputs and work results are to provide optimum benefits.

## 4 Conclusion

The concept of future work in the utilization of artificial intelligence is urgently needed as an effort to create jobs in the tourism sector by utilizing the potential of nature based on SDGs 8.9.

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