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Introduction

Intensive development of technologies, their introduction into production increases the level of its automation.

This process is accompanied by the replacement of people who occupied jobs with robotics.

The robotization of production and the non-production sphere entails a change in the role of workers who begin to work in conditions of direct contact with cyber-physical systems. This requires workers to learn new skills, changes the content of their work.

The situation encourages employers to continue the process of replacing physical systems with cyber-physical ones. In fact, there is a “embedding” of robotics in workplaces.



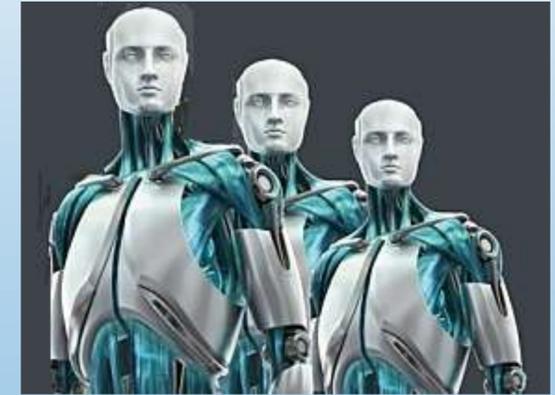
Analysis of situation

Partial replacement of human workers in production by cyber-physical systems will occur due to the lack of demand for low-skilled and poorly paid jobs by new generations of workers (when solving the problem of reducing the cost of automated labour) and the lack of qualified personnel.

S. Hawking pointed out the risk of the degradation of people in the mass: the more work “smart” machines carry out, the more people will “forget”. It is clear that this risk will be partially offset by the promotion of new educational technologies and their scalability.

On the other hand, this process will be promoted by the economic interests of employers who are forced to invest in innovation, striving to solve the above two problems, and gaining more and more opportunities to use machines that are functionally able to replace workers in production (lower costs, a smaller percentage of defects in products, the absence of social costs, etc.).

It is necessary to take into account the existing need to completely eliminate or minimize the work of people in harmful and dangerous conditions, etc.



Conclusion

Currently, there is a discussion about the need to recognize the status of a subject of law for “smart” robots. This will help the introduction of robotics in production and improve economic performance.

A logical continuation of this is the recognition of robots as subjects of labour law when they receive the status of an employee.

Robots can perform the functions of certain categories of workers today. The emergence of “smart” robots in production is reality. In the coming years, the processes will increase, which will contribute to the recognition of the need to resolve the issue of the legal personality of cyber-physical systems.

Problems for labour regulation

Issues facing labour law in connection with the introduction of artificial intelligence in the field of labour:

1. If artificial intelligence systems “replace” workers in the workplace, what should the guarantees be for workers losing their jobs?
2. How to regulate the content of labour relations, when new jobs with new working conditions will be created with the participation of artificial intelligence?
3. What will be the status of robots replacing workers in the workplace?

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