
Inclusive Policy Transformation for Sustainability: Improving the Quality of Life of Gig Economy Workers in Indonesia

Sarinah

Halu Oleo University

*Correspondence: sarinah@uho.ac.id

Abstract

The growth of the digital economy in Indonesia has driven the expansion of the gig economy, which significantly affects the quality of life of workers, especially the younger generation. Based on data from the Central Statistics Agency (BPS, 2025), the proportion of informal workers reaches 59.40% or around 83.8 million people, including free workers based on digital platforms. The IDinsight study (2024) estimates that the number of workers who are active through digital platforms ranges from 430,000 to 2.3 million people, indicating an increasing dependence on the gig economy ecosystem. However, gig workers face serious challenges such as income uncertainty, lack of social protection, and limited access to health and employment insurance. This research aims to analyze the impact of the gig economy on the quality of life of workers in Indonesia and formulate an inclusive and sustainable public policy transformation. The research method used is a descriptive qualitative approach through a systematic literature review and data analysis is carried out using a thematic synthesis approach to identify four main dimensions: legal status ambiguity, social security gaps, algorithmic governance, and policy reform directions. The results show that gig workers face legal status uncertainty, lack of access to BPJS, and non-transparent algorithmic domination, which collectively reduce the welfare and bargaining power of digital workers. To address these challenges, this research proposes an integrative and inclusive policy model that includes: (1) ABC-based (Autonomy, Business, Customary) employment relationship presumption test, (2) implementation of a portable social benefits system, and (3) provision of fiscal incentives for platforms that support social protection and digital worker training. The novelty of this research lies in the inclusive policy transformation approach that not only evaluates existing regulations, but also offers collaborative and sustainable policy mechanisms to strengthen gig workers' welfare and support Indonesia's inclusive and equitable economic development agenda.

Keywords: Gig economy, inclusive policies, sustainability, digital transformation, workers' quality of life.

1. Introduction

Digital transformation in the last decade has changed the structure of global employment, including in Indonesia, with the emergence of the gig economy phenomenon that is growing rapidly along with the increasing internet penetration and smartphone usage (Gai et al., 2025). This work model is characterized by high flexibility and the use of digital platforms to bring together service providers

with service users. In Indonesia, platforms such as Gojek/GoTo, Grab, Shopee Food, and Maxim have become major catalysts in expanding the digital- based work ecosystem. They not only contribute to the growth of the national digital economy, but also open up opportunities for millions of workers to earn income independently through the partnership system (Fransisco et al., 2025; Gai et al., 2025). Based on recent data, around 2.5 million workers are engaged in platform-based economic activities in Indonesia, contributing to the growth of the digital economy while also creating complex socio-economic implications (Andri Herman Setiawan et al., 2025).

While the gig economy offers flexibility and additional income opportunities, various studies show that it also generates new vulnerabilities for workers, mainly due to the ambiguity of legal status and lack of social protection (Ashima Trivedi & Anupama Karwal, 2025; Gaidampas, 2025). Platforms generally categorize workers as "independent partners" rather than employees, placing them outside the reach of formal employment law. As a result, gig workers lack access to basic rights such as minimum wage, social security, employment insurance, and the right to organize (Shepherd, 2025; William Manga Mokofe, 2022). This ambiguity creates structural inequality between companies and workers, where the platform's algorithmic power dominates the assignment process, performance assessment, and even the potential for unilateral termination (Lee, 2025).

In addition to legal issues, significant economic and social challenges also arise. A study conducted by Ramadhika Darmaputra et al., (2023) shows that many online ojek drivers in Jakarta experience fluctuating and low net income, with long working hours and high operational costs (Ramadhika Darmaputra et al., 2023). Sherawat (2025) found that this income uncertainty has direct implications for the financial instability of gig workers' households (Sherawat, 2025). On the other hand, the implementation of social security programs such as BPJS Employment and BPJS Health has not fully reached this group because the design is still oriented towards formal workers (Firdausi et al., 2023). This condition shows that there is a policy gap between the conventional employment system and the reality of digital work.

The gap is also exacerbated by the lack of transparency of the algorithm and limited mechanisms for worker representation. Bujold et al. (2022) revealed that drivers often do not understand how the algorithm determines order priority, performance assessment, or the sanctions imposed on them (Bujold et al., 2022). This lack of clarity reinforces the power asymmetry between platform companies and workers. In the global context, similar issues have emerged in various jurisdictions. The European Union, for example, has responded through the European Platform Work Directive which requires transparency of algorithms and provides stronger legal protection against non-standard workers (Kociaj & Sema, 2025; Royo, 2019). Meanwhile, the United States through the California AB5 adopted the ABC test to determine the status of the employment relationship between platforms and workers. Where, A (Autonomy): The degree of control the platform has over the way of work, B (Business): Whether the work is an integral part of the platform's business, and C (Customary): Whether the worker runs an established independent business (Kociaj & Sema, 2025; Royo, 2019).

In the Indonesian context, studies such highlight the need for regulatory updates that integrate social protection, platform transparency, and worker participation in the digital economy system (Andri Herman Setiawan et al., 2025; Rahma Fitri Amelia Hasibuan et al., 2025). This is important

considering the gig economy's contribution to the national Gross Domestic Product (GDP) is increasing, while legal protection for workers is still minimal. On the other hand, the potential application of portable benefits models and the adaptation of flexible BPJS systems are strategic agendas proposed by various researchers to bridge the gap between work flexibility and social security (Firdausi et al., 2023; Rahmadani et al., 2025).

Previous studies have addressed the legal and socioeconomic dimensions of platform work, but these have been largely normative and limited to small-scale qualitative studies. Not many studies have comprehensively integrated the legal, public policy and sustainability dimensions in one analytical framework. Therefore, this research has novelty in developing an inclusive policy transformation framework that focuses on improving the quality of life of gig workers and the sustainability of the digital employment system in Indonesia. The approach used incorporates the principles of social justice, algorithm transparency, and social benefit portability as the basis for policy formation that is adaptive to changes in the digital economy.

As such, this research aims to analyze the need for inclusive policy transformation that can strengthen the socio-economic sustainability of gig workers in Indonesia. Specifically, this research seeks to: (1) map the actual conditions and structural challenges of platform workers in Indonesia; (2) identify inclusive policy elements that have the potential to improve workers' quality of life; and (3) formulate evidence-based policy recommendations that are in line with the Sustainable Development Goals (SDGs) agenda. This research is expected to make a theoretical contribution to the non-standard labor policy literature as well as a practical reference for policymakers in realizing an inclusive and equitable digital economy.

2. Research method

2.1 Type of Research

This research uses a descriptive qualitative approach with a systematic literature review method that aims to analyze the transformation of inclusive policies in improving the quality of life of gig economy workers in Indonesia. This approach was chosen because the issue of the gig economy is a multidimensional phenomenon that includes not only legal and economic aspects, but also interacting social, political and public policy dimensions. Through a systematic literature review method, this research seeks to develop a comprehensive understanding of how inclusive policies can be designed and implemented to strengthen the sustainability of the digital work system in Indonesia.

2.2 Data Sources

The data used in this research is entirely sourced from secondary data collected through various academic literature and policy documents. The main data sources include scientific articles published in indexed national and international journals such as Google Scholar, and Scopus, with a publication period of the last ten years (2015-2025). In addition, the study also used reports from research institutions such as Fairwork Indonesia (2023), the Central Bureau of Statistics (BPS, 2025), and the BPJS Employment (Indonesia's Employment Social Security System), as well as relevant government

regulatory documents, including Minister of Manpower Regulations and draft regulations on the digital economy (Gai et al., 2025). For comparison, this research also examines international policies such as the European Platform Work Directive, California AB5, and the Spain Rider Law to gain a global perspective on best practices in platform work governance. The selection of these sources was based on the inclusion criteria of direct relevance to the issue of platform workers and digital labor policy, data currency (maximum of the last ten years), and academic and institutional validity.

2.3 Data Collection Techniques

The data collection process was conducted through three interrelated stages. The first stage was literature identification, which was conducted by searching various academic databases using keywords such as *"gig economy Indonesia"*, *"inclusive policy for platform workers"*, *"social protection digital labor"*, and *"sustainability of platform work"*. From the initial search results, 340 academic documents and policy reports were obtained that were potential to be analyzed. The second stage was the selection and classification of literature using the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) technique, which includes four main steps: identification, screening, eligibility, and inclusion. After a rigorous screening process, 220 relevant literatures were selected for further analysis. The third stage was data extraction and coding using a coding matrix based on four dimensions of analysis, namely: legal status of gig workers, social protection, algorithm transparency, and inclusive and sustainable policy frameworks.

2.4 Data Analysis Techniques

Data analysis in this study was conducted through a content analysis approach combined with thematic synthesis. The analysis was conducted through four main stages. The first stage was data reduction, which involved selecting and organizing key information from various literatures relevant to the research focus. The second stage was thematic classification, where research findings were grouped into several broad themes such as legal vulnerability, social protection, algorithm transparency and policy reform. The third stage is synthesis and interpretation, which integrates the findings across studies to build a theoretical framework that explains the relationship between inclusive policies and improved quality of life for gig workers. The final stage is validation and theoretical triangulation, where the analysis results are compared with empirical research results from different countries to ensure logical consistency and conceptual validity. This approach allows researchers to gain a deeper understanding of equitable and sustainable digital employment policy practices.

2.5 Research Framework

As a conceptual basis, this study builds a research framework that describes the causal relationship between inclusive policies, work system sustainability, and gig workers' quality of life. In this framework, *inclusive policy transformation* is positioned as the main variable that is influenced by three determinants, namely worker legal classification reform through the ABC (Autonomy, Business, Customary) presumption test, algorithm transparency and platform governance, and social benefit portability through the adaptation of the BPJS Employment system. These three determinants interact simultaneously to improve the welfare of gig workers and ensure the socio-economic sustainability of the sector. Conceptually, the relationship can be explained as a cascading process, where legal reforms

strengthen basic worker protections, algorithm transparency ensures fairness in digital employment relationships, and social benefit portability bridges work flexibility with social security.

Through this methodological approach, the research seeks to produce an empirical and conceptual synthesis that not only describes the actual conditions of gig workers in Indonesia, but also provides a scientific basis for the formulation of policies that are inclusive and adaptive to changes in the digital economy. Thus, this research method supports the main objective of the study, which is to design the direction of labor policy transformation that is equitable, sustainable, and in line with the Sustainable Development Goals (SDGs) agenda.

3. Results and Discussion

3.1. Result

The results of a systematic literature analysis of 220 academic and policy sources show that inclusive policy transformation in Indonesia's gig economy sector requires a multidimensional approach covering legal, social, economic, and institutional aspects. Based on the results of thematic coding, four main interrelated categories were found: (1) ambiguity of legal status and worker protection, (2) social security and welfare access gaps, (3) algorithmic governance and worker representation, and (4) inclusive policy reform directions and social sustainability. These four dimensions are then comprehensively analyzed to map the current *state of the art* and identify spaces for policy reform.

3.1.1. Legal Status Ambiguity and Worker Vulnerability

The first finding shows that the legal status of gig workers in Indonesia is still in a gray area due to the lack of clarity on the employment status between digital platforms and their workers. Most companies such as Gojek, Grab, and Shopee Food define the relationship with drivers as a "partnership" (independent partner) rather than an "employee" (Andri Herman Setiawan et al., 2025; Christiyono et al., 2024; Oey, 2024). Consequently, gig workers do not obtain normative rights as stipulated in Law Number 13 Year 2003 on Manpower and its amendments through the Job Creation Law.

Data from the Central Statistics Agency (BPS, 2025) shows that around 59.40% of the workforce in Indonesia work in the informal sector, including 2.5 million digital platform workers (Apriyanto, 2025). In terms of income, research found that online ojek drivers in the Jakarta area experienced a decrease in net income of between 25% and 30% after taking into account operational costs and platform commission deductions (Apriyanto, 2025). This indicates that while the gig economy provides work flexibility, it also creates significant economic and social vulnerabilities for workers.

In addition, the results of a legal study confirmed that the partnership contract actually resembles a subordinate employment relationship where the platform has full control over the work mechanism, performance evaluation, and incentive system (Apriyanto, 2025). This means that the partnership relationship in practice is closer to a disguised employment relationship that causes workers to lose formal legal rights.

3.1.2. Platform Workers' Social Protection and BPJS Gaps

Further findings show that social protection gaps are a major structural issue in the gig economy. Social protection for gig workers is still very limited because their unclear legal status results in minimal access to social security programs such as BPJS Employment and BPJS Health. Christiyono et al. (2024) found that out of 100 online drivers surveyed in Jakarta and Surabaya, only 28% were active BPJS participants, mostly because registration was voluntary and not facilitated by the platform (Christiyono et al., 2024). This low participation occurs because the BPJS system is still based on formal workers, while platform workers move between platforms without an automatic registration mechanism.

In addition, research highlighted that Indonesia's social protection system has not accommodated the needs of non-standard workers, including gig workers with fluctuating and irregular income (Christiyono et al., 2024). This condition shows that there is a policy gap between labor regulations and the social reality of the digital economy. Gig workers often bear all the risks of the job on their own without the support of accident insurance, sick leave, or old-age insurance.

These results reinforce the view that Indonesia's social protection model needs to transform towards a portable benefits system that allows workers to maintain their social security rights even when moving between platforms. Similar models have been implemented in Spain and France through *flexicurity* policies, which is a balance between work flexibility and guaranteed social protection (Christiyono et al., 2024).

3.1.3. Algorithmic Governance and Worker Representation

The results also reveal that the governance of digital platforms in Indonesia is still closed and non-transparent, especially in terms of the algorithms used to determine tariffs, bonuses, and performance evaluation systems. Based on a study, 67% of gig workers in Indonesia stated that they did not understand how algorithms affect their income and performance appraisal (Pawłowska, 2024). This causes income uncertainty and creates *asymmetric information* between platforms and workers.

In addition, appeal mechanisms against algorithm decisions such as *account deactivation* are still very limited and are often unilaterally carried out by platforms without independent verification. On the other hand, collective representation of gig workers is still in its infancy. Research shows that *online driver associations* in several major cities have functioned as informal advocacy platforms, but do not yet have the legal legitimacy to negotiate with platforms (Catleya Cheysa, 2024; Hadiati, 2024).

Thus, the research confirms that gig workers in Indonesia face strong digital power asymmetries, where work control and supervision are fully determined by the company's algorithmic systems. This has the potential to reduce the independence, security and welfare of digital workers.

3.1.4. Directions for Inclusive Policy Transformation and Social Sustainability

The synthesis of the literature suggests that inclusive policy transformation for gig workers in Indonesia should be directed towards the integration of social protection, digital transparency and economic sustainability. Kim and Kim (2023) proposed the application of an *ABC* (Autonomy, Business, Customary) *based employment relationship presumption test* consisting of three main

criteria: (A) the degree of work autonomy, (B) linkage to the platform's core business, and (C) economic independence of workers (Kim & Kim, 2023). This test is used in various countries to determine whether a worker should be classified as an employee or an independent contractor.

In addition, the adaptation of the flexible BPJS system and the establishment of the *National Gig Worker Council* can be strategic steps to strengthen governance across sectors. Such policy integration also directly contributes to the achievement of the Sustainable Development Goals (SDGs), particularly Goal 8 (decent work and economic growth) and Goal 10 (reduced inequality). The Sustainability Research Group study (2024) confirms that inclusive platform policies have a positive correlation to social welfare, economic stability, and labor productivity (Dadhania & Parsana, 2025; Ponto, 2023).

As such, the direction of policy reform should refer to the principles of fairness, transparency, participation, and adaptability. Fairness ensures the protection of workers' basic rights; transparency prevents the abuse of algorithmic power; participation ensures workers' involvement in the policy process; and adaptability allows regulations to transform with technological change. These four principles form the main pillars of a sustainable inclusive labor policy.

To clarify the position of the research findings and facilitate the mapping of the main dimensions that are the focus of policy reform, the following table summarizes the four main categories of findings along with the main issues, impacts on workers, and sources of support.

Table 1. Distribution of Key Challenges for Gig Workers in Indonesia

No	Dimension of Findings		Key Issues	Impact on Workers
1	Ambiguity of Legal Status		Unclear working relationship (partner vs employee)	Not receiving normative rights & job security
2	Social Protection Gap		BPJS participation is low (28%) and voluntary	Unprotected from work risks & loss of income
3	Algorithmic Governance		Non-transparent algorithm system, unilateral account deactivation	Fluctuating income & no appeal mechanism
4	Policy Reform Direction		No cross-sector regulation & National Gig Worker Council yet	Policies are not adaptive to digital work models

Source: Systematic literature analysis (2025)

Table 1 shows that the four main dimensions are interrelated and form the basis for inclusive digital employment policy design. The first and second dimensions represent structural issues related to legal uncertainty and weak social protection, while the third and fourth dimensions reflect systemic challenges arising from algorithmic governance and the need for cross-sector policy reforms.

Conceptually, these four dimensions show that the direction of inclusive policy transformation in Indonesia cannot be done partially, but must be integrative, adaptive, and collaborative between the government, digital platforms, and the labor community. Therefore, the table becomes an important

foothold for further discussion of the inclusive policy model described in the next section.

3.2. Discussion

The results of the above research confirm that the gig economy in Indonesia is at the intersection of economic flexibility and social vulnerability, making inclusive policy transformation an urgent necessity. The ambiguity of the legal status of workers who are still categorized as "partners" indicates a mismatch between the reality of work and the applicable labor law framework. This finding reinforces that the partnership system in practice is a form of *disguised employment relationship* that places workers in a subordinate position without legal protection (Fransisco et al., 2025). In the perspective of *industrial relations* theory, this condition illustrates an *asymmetric power structure* where the platform has full control over working hours, wages, and sanctions without a fair appeal mechanism.

Furthermore, findings on the low participation of gig workers in BPJS indicate the weak inclusiveness of the social protection system. Indonesia's social security model is still oriented towards formal workers and has not been able to adapt to the characteristics of flexible and digital work. In the global context, countries such as France and Spain have adopted *flexicurity* models that balance work flexibility with social safety nets. Therefore, reforming the BPJS system towards portable benefits is a strategic step so that gig workers still have sustainable social protection even though they change platforms.

In terms of digital governance, the results show that algorithmic management is a major challenge in creating employment equity. The opacity of algorithms in determining work rates and assessments reflects a new form of *algorithmic control*, where technology is used as an instrument of surveillance without accountability. Based on the theory of *digital labor governance* (De Stefano & Taes, 2023), non-transparent algorithmic governance has the potential to create information inequality and weaken workers' bargaining position. Therefore, national policies need to require transparency of algorithms and establish independent appeal mechanisms for workers affected by automated decisions.

Furthermore, the findings on the importance of worker representation reinforce *collaborative governance* theory (Agbodzakey, 2024), which emphasizes that effective public policy formulation should involve all stakeholders, including the digital worker community. The involvement of workers' associations, digital unions and civil society advocacy organizations can increase the social legitimacy and effectiveness of policy implementation.

Theoretically, this discussion confirms the research's position in the *state of the art* of digital employment policy studies in Indonesia. The main contribution of this research lies in the integration of legal, social and technological dimensions into one inclusive policy framework. Empirically, the findings provide a basis for the formation of regulations that balance digital innovation and social justice. Thus, the direction of gig economy policy transformation in Indonesia should be directed towards inclusive, transparent, participatory, and sustainable governance, to ensure that the growth of the digital economy does not abandon aspects of human welfare as the core of national development.

4. Conclusion and Recommendations

This research concludes that inclusive policy transformation in Indonesia's *gig economy* sector is a strategic step towards equitable and sustainable labor governance in the digital era. The ambiguity of legal status, gaps in social protection, and the closedness of algorithmic governance show that digital platform workers are still outside the reach of formal state protection. This condition emphasizes the need for a policy paradigm shift from a normative approach to a collaborative approach that integrates legal, social and technological dimensions in one digital labor governance framework.

The theoretical contribution of this research lies in strengthening the theory of *inclusive governance* and digital public policy through proposing an integrative policy model that includes three main components, namely: (1) the application of the ABC-based presumption of employment test to clarify the legal status of workers; (2) the development of a portable social benefits system so that workers are protected across platforms; and (3) the provision of fiscal incentives for platform companies that actively participate in providing social security and increasing the digital capacity of workers. This approach emphasizes that the welfare of workers in the digital era is not only determined by formal regulations, but also by the transparency of algorithms and adaptive social protection mechanisms.

In terms of policy, the government needs to immediately formulate a special regulatory framework (*lex specialis*) for digital platform workers that confirms their legal status, sets minimum standards for social protection, and regulates algorithmic audit mechanisms and transparency. In addition, it is necessary to establish a digital tripartite forum involving the government, platform companies, and workers' associations as a deliberative space to design evidence-based policies. Strengthening the capacity of BPJS Employment with an integrated digital system is also a priority to support flexible contribution schemes for non-standard workers.

From an academic perspective, this research opens up space for further empirical and comparative studies, especially on the implementation of inclusive policies in countries that have reformed the digital labor sector such as Spain, France and South Korea. Future research should also examine the relationship between algorithmic governance, digital welfare, and socioeconomic resilience in the context of Indonesia's informal labor market.

Thus, the success of the *gig economy* transformation in Indonesia is not only measured by the growth of the digital economy, but also by the extent to which public policies are able to create a fair, transparent, and inclusive work ecosystem, where human welfare is at the center of all technological innovations and the direction of national development.

Acknowledgement

The author would like to express sincere gratitude to the organizing committee of the academic conference and journal reviewers for providing the opportunity and constructive feedback that greatly improved the quality of this article. Appreciation is also extended to the Department of Public Administration, Faculty of Social and Political Sciences, Halu Oleo University, for the academic

support and research facilities that enabled the completion of this study. Special thanks are addressed to colleagues, students, and research collaborators who contributed through valuable discussions and peer reviews throughout the research and writing process. Their insights and encouragement were essential in refining the conceptual framework and strengthening the analytical depth of this study. This article is dedicated to all digital platform workers in Indonesia whose experiences and challenges have inspired continuous reflection on justice, inclusivity, and sustainability in public policy and governance.

References

- Agbodzakey, J. (2024). *Introduction to Collaborative Governance* (pp. 3–11). https://doi.org/10.1007/978-3-031-57373-6_1
- Andri Herman Setiawan, Firman Nurdiansyah Sunandar, Ahmad Juaeni, & Johannes Triestanto. (2025). Analysis of Digital Employment Contracts on Gig Economy Platforms: Between Flexibility and Exploitation. *International Journal of Law, Crime and Justice*, 2(3), 54–64. <https://doi.org/10.62951/ijlcj.v2i3.723>
- Apriyanto, A. (2025). The Shadow Economy's Role in Indonesia's Digital Economic Structure. *The Es Economics and Entrepreneurship*, 4(01), 1–9. <https://doi.org/10.58812/esee.v4i01.718>
- Ashima Trivedi, & Anupama Karwal. (2025). The Rise of the Gig Economy in Uttarakhand : Opportunities and Challenges. *International Journal of Advanced Research in Science, Communication and Technology*, 451–459. <https://doi.org/10.48175/IJARSCT-28958>
- Bujold, A., Parent-Rochelleau, X., & Gaudet, M.-C. (2022). Opacity behind the wheel: The relationship between transparency of algorithmic management, justice perception, and intention to quit among truck drivers. *Computers in Human Behavior Reports*, 8, 100245. <https://doi.org/10.1016/j.chbr.2022.100245>
- Catleya Cheysa, C. (2024). Analisis Perlindungan Hukum Bagi Pengemudi Ojek Online Pasca Berlakunnya Undang-Undang Cipta Kerja. *Proceedings Series on Social Sciences & Humanities*, 17, 181–185. <https://doi.org/10.30595/pssh.v17i.1120>
- Christiyono, T. C., Tohari, M., & Suryandari, W. D. (2024). Reorientation of regulation to accommodate the status of online driver workers. *Indonesian Journal of Multidisciplinary Science*, 4(2), 89–96. <https://doi.org/10.55324/ijoms.v4i2.1030>
- Dadhania, J., & Parsana, P. (2025). United Nations Sustainable Development Goal 8 : Decent work and Economic Growth. *International Journal on Science and Technology*, 16(3). <https://doi.org/10.71097/IJSAT.v16.i3.7875>
- De Stefano, V., & Taes, S. (2023). Algorithmic management and collective bargaining. *Transfer: European Review of Labour and Research*, 29(1), 21–36. <https://doi.org/10.1177/10242589221141055>
- Firdausi, F. A., Putera, R. E., & Yoserizal, Y. (2023). Implementasi Program Jaminan Sosial Ketenagakerjaan bagi Tenaga Kerja Bukan Penerima Upah di BPJS Ketenagakerjaan Padang.

- Journal of Social and Policy Issues*, 183–191. <https://doi.org/10.58835/jspi.v3i4.212>
- Fransisco, F., Nugroho, A., & Natania, E. B. R. (2025). Non-Standard Employment Relationships in the Digital Era: A Normative Study on the Regulatory Void in Protecting Ride-Hailing Drivers. *SIGn Jurnal Hukum*, 7(1), 580–597. <https://doi.org/10.37276/sjh.v7i1.503>
- Gai, M. F., Kope, M. H. K., Seto, C. M., & Dima, E. T. Y. (2025). Kontribusi Ekonomi Digital terhadap Pertumbuhan Ekonomi dan Penciptaan Lapangan Kerja di Indonesia. *SCIENTIFIC JOURNAL OF REFLECTION : Economic, Accounting, Management and Business*, 8(3), 981–987. <https://doi.org/10.37481/sjr.v8i3.1180>
- Gaidampas, S. (2025). The GIG economy: an emerging paradigm in the labor market. *Simpozion Științific Al Tinerilor Cercetători. Ediția a 22-a. Culegere de Lucrări Științifice. Vol 2*, 214–217. <https://doi.org/10.53486/sstc2024.v2.50>
- Hadiati, D. (2024). Legal Protection for Online Transportation Service Drivers as Platform Workers in Indonesia. *Peradaban Hukum Nusantara*, 1(1), 36–59. <https://doi.org/10.62193/245kqc30>
- Kim, T. H., & Kim, E. C. (2023). The Study of Criteria to Judge a Platform Worker as an Employee Focused on the Domestic and International Judicial Cases. *LAW RESEARCH INSTITUTE CHUNGBUK NATIONAL UNIVERSITY*, 14(2), 39–74. <https://doi.org/10.34267/cbstl.2023.14.2.39>
- Kociaj, I., & Sema, E. (2025). Regulation of Platform Work in the EU: A Comparative Analysis of the Draft Directive of 2021 and the Directive (EU) 2024/2831. *Balkans Journal of Emerging Trends in Social Sciences*, 8(1), 49–57. <https://doi.org/10.31410/Balkans.JETSS.2025.8.1.49-57>
- Lee, S. (2025). The Flexibility Myth: How Gig Work Undermines Security and Shifts Public Costs. *International Journal of Innovative Science and Research Technology*, 487–493. <https://doi.org/10.38124/ijisrt/25aug136>
- Oey, W. (2024). MISKLASIFIKASI HUBUNGAN KERJA PENGEMUDI OJEK ONLINE (PLATFORM WORKER) DI INDONESIA. *Veritas et Justitia*, 10(1), 153–178. <https://doi.org/10.25123/vej.v10i1.7722>
- Pawłowska, Z. (2024). Zarządzanie algorytmiczne a autonomia w pracy platformowej. *Occupational Safety – Science and Practice*, 633(6), 14–16. <https://doi.org/10.54215/BP.2024.6.13.Pawlowska>
- Ponto, V. M. (2023). Peningkatan Produktivitas Dalam Rangka Mewujudkan Pekerjaan Layak dan Pertumbuhan Ekonomi (Tujuan ke-8 Sustainable Development Goals). *Cendekia Niaga*, 7(1), 85–96. <https://doi.org/10.52391/jcn.v7i1.792>
- Rahma Fitri Amelia Hasibuan, Muhammad Abdillah, Nadilah Andini, Fitria Mukhtar Siregar, & Annisa Putri Andini Tanjung. (2025). Kontrak Kerja vs Kontrak Platform : Perbandingan Perlindungan Hukum bagi Pekerja di Era Ekonomi Digital. *Konsensus : Jurnal Ilmu Pertahanan, Hukum Dan Ilmu Komunikasi*, 2(3), 75–85. <https://doi.org/10.62383/konsensus.v2i3.941>
- Rahmadani, G., Rokan, M. K., & Affan, I. (2025). Peran BPJS Kesehatan dalam Menanggapi Perubahan Struktur Pekerjaan di Era Globalisasi Ekonomi. *Rechtsnormen Jurnal Komunikasi Dan Informasi Hukum*, 3(2), 86–90. <https://doi.org/10.56211/rechtsnormen.v3i2.808>
- Ramadhika Darmaputra, Ryan Hidayat, Jaja Nurjana, Wahidah R. Bulan, Yuliani Widianingsih, &

- Ronald Manolu. (2023). Dampak Profesi Ojek Online Bagi Perekonomian Driver Ojek Online. *Jurnal Manajemen Riset Inovasi*, 2(1), 139–150. <https://doi.org/10.55606/mri.v2i1.2202>
- Royo, M. R.-P. (2019). La Directiva 2019/1152, relativa a unas condiciones laborales transparentes y previsibles en la Unión Europea. *Derecho de Las Relaciones Laborales*, 11, 1089–1108.
- Shepherd, N. J. (2025). Gig Economy Workers' Rights: Legal Classification and Social Protection in Digital Labour Markets. *International Journal of Law and Societal Studies*, 2(1), 24–35. <https://doi.org/10.61424/ijlss.v2i1.379>
- Sherawat, V. (2025). Gig Workers and Financial Security. In *Unlocking the Gig Economy in India* (pp. 108–124). MGM Publishing House. <https://doi.org/10.62823/MGM/9789349468719/11>
- William Manga Mokofe. (2022). Achieving Decent Work For Digital Platform Workers In South Africa. *Obiter*, 43(2). <https://doi.org/10.17159/obiter.v43i2.14278>