
Women in the Gig Economy: Urgency of Gender-Sensitive Regulation for Women Gig Workers in Indonesia

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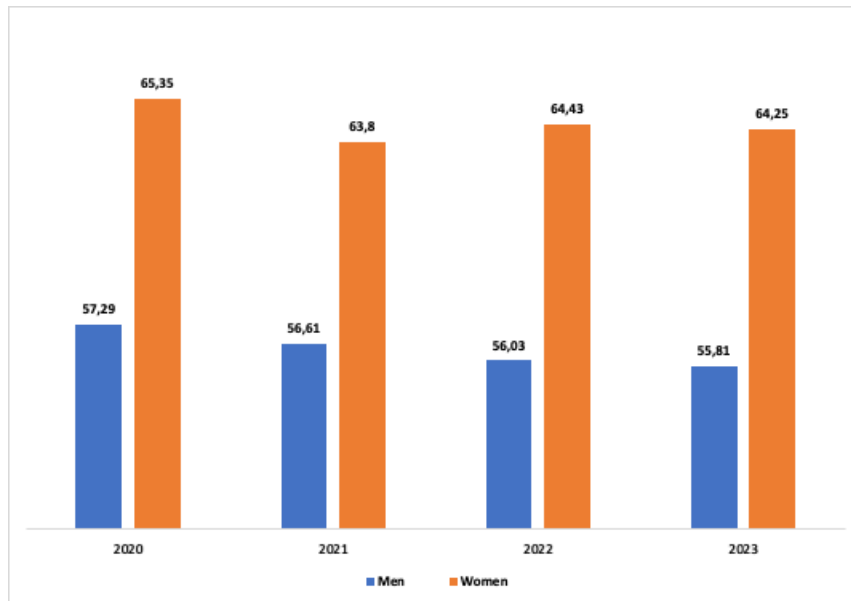
Abstract

Following the COVID-19 pandemic, Indonesia's labor structure has undergone a significant transformation, marked by a rise in the proportion of informal workers. Data from Statistics Indonesia (BPS, 2025) indicate that 59.4 percent of the total working population is employed in the informal sector, 64 percent of whom are women. This phenomenon may reflect the rapid expansion of the gig economy, which is supported by digital platforms offering services such as freelancing, ride-hailing, delivery, and other forms of app-based work. While the growth of the gig economy offers convenience and flexibility, in practice it often reinforces the precarity of women workers. Women in the gig economy frequently face issues such as the absence of formal employment status, gender-based discrimination, double burdens resulting from flexible work arrangements, and economic insecurity. The persistence of patriarchal culture and social constructions positions women gig workers as an oppressed group, even though they play a crucial role in sustaining both household and national economies. The proposed revisions to Indonesia's Manpower Law, currently included in the National Legislative Program (Prolegnas), have yet to fully accommodate this critical issue. Therefore, it is imperative to emphasize the urgency of developing gender-responsive regulations either by refining existing labor laws or by formulating separate legislation specifically governing independent workers in the gig economy. The state must recognize independent workers as legal subjects within labor law and design gender-sensitive social protection schemes. Without policy interventions that prioritize their needs, women gig workers risk remaining trapped in a cycle of structural vulnerability.

Keywords: Gig economy, women gig workers, labor, double burden, legal protection .

1. Introduction

The post-COVID-19 digital transformation has driven significant changes in the structure of Indonesia's labor market. According to data from Statistics Indonesia (BPS), as of February 2025, the number of informal workers reached 86.58 million people (59.4 percent), an increase from the previous year, reinforcing the trend of declining formal employment over the past 15 years. At the same time, the proportion of formal workers decreased to only 40.6 percent. One of the main factors behind this shift is the growing number of new labor force entrants who struggle to be absorbed into the formal sector and ultimately turn to digital platform-based work (gig economy) as an alternative.

Table 1. Trend in the Proportion of Informal Employment by Gender (in %)

Source: Compiled by the Author from Statistics Institution Indonesia (BPS Indonesia)

The data above shows how the trend of informal work continues to be dominated by women. Along with ongoing transformations across various sectors of work and the economy, as well as employment transitions in Indonesia, digital platforms have provided space for women to earn income without being bound by conventional working hours. The forms of work offered through platforms and apps indicate a trend toward labor casualization (Bowles and MacPhail, 2008). Platform work has emerged as an important form of flexible employment offered through digital platforms that connect workers directly with clients.

In this model, individuals work through applications or websites provided by companies or intermediaries to find and complete short-term jobs (Kallaberg and Dunn, 2016). Those who complete assigned tasks in this work model receive income after finishing each job, with the application or website taking a variable commission fee from the worker's earnings.

Platform work includes a wide range of activities—ride-hailing drivers, food delivery workers, online freelancers, and other gig-based services. While platform work offers opportunities for income generation and flexibility, it also presents unique challenges, especially for women. For instance, the uncertain and irregular nature of platform work makes it difficult for women to achieve income stability (ILO, 2024).

Over the past decade in Indonesia, studies (Darmastuti, 2022) have shown rapid growth in the gig economy sector with the emergence of various forms of digital platform-based work such as ride-hailing services, couriers, freelancers, and app-based service providers. The gig economy in Indonesia is viewed as a form of economic resilience that creates numerous job and business opportunities. The flexibility of gig economy work serves as one of the solutions for workers affected by trend layoffs. The gig economy also offers several advantages, such as simple registration requirements and flexible

working hours, but it likewise presents a range of challenges related to worker status and access to social protection.

ASEAN report indicates that the ratio of vulnerable and self-employed women workers remains significantly high, including in Indonesia (ASCC, 2025). The report concludes that women gig workers are at risk of being excluded from formal social protection schemes while facing higher risks to their health and safety. Furthermore, gig economy continues to be traditionally male-dominated. Challenges faced by women often stem from the perception that they are not “ideal workers” within the gig economy sector.

Simple requirements procedures offered by the gig economy inadvertently place the majority of workers including women in socially, economically, and legally vulnerable positions. In terms of status, women gig workers are often socially perceived merely as “helping the family’s economy” or “doing part-time work.” This perception arises because their employment status is not formally recognized by the state (Darmastuti, 2022) and is reinforced by patriarchal cultural norms that position men as the primary breadwinners.

Women in the gig economy continue to bear responsibilities in the domestic sphere while also contributing to their families’ financial needs. Because women are still socially associated with domestic roles, many of them prefer gig work due to its perceived time flexibility, which allows them to balance both domains (ILO, 2024). However, this so-called flexibility often becomes a “positive narrative” that compels women to adapt to their double burden of domestic and reproductive labor that results in exploitation.

Women gig workers also frequently encounter various forms of discrimination and gender discrimination both in physical and digital environments. In certain cases, women are perceived as lacking competence when entering occupations that are socially constructed as masculine, such as online motorcycle taxi driving. Since technology remains a male-dominated field (Gamble, 2010), standards of professionalism in the digital labor market continue to be shaped by masculine work norms, which can, in turn, create economic disadvantages for women.

Moreover, the absence of a clear national regulatory framework regarding the rights and protection of gig economy workers further weakens women’s bargaining position. Many digital platforms still lack specific policies addressing privacy, safety, and security for women workers particularly regarding working hours and gender-sensitive protection. This situation shows that the gig economy in Indonesia is not yet fully inclusive of women’s needs and vulnerabilities. Women gig workers often work without social protection, without legal safeguards, and while bearing an unrecognized double burden of domestic labor.

Research on the gig economy in Indonesia has so far tended to focus on economic and technological aspects, while the gender dimension and social vulnerability of women workers remain underexplored. Therefore, analyzing women’s positions within the gig economy is essential, not only to understand how work flexibility impacts gender equality, but also to assess to what extent Indonesia’s labor policies can accommodate the changing structure of digital work in ways that are sensitive to women’s needs.

2. Research Method

This research aims to answer two major questions concerning women workers in the gig economy: First, what problems do women gig workers face? Second, what kinds of labor legal protection are specifically provided to women gig workers, either by platforms or by the state? These main research questions will be addressed using a qualitative feminist approach through semi-structured in-depth interviews, in order to gain deep insights from women's lived experiences.

The feminist perspective is essential for understanding women's experiences both as individuals and as a collective whose lives are interwoven with those of other women. As Patricia Maguire (in Prameswari, 2017) highlights, the feminist perspective involves three key components: the belief that women are universally oppressed, a commitment to understanding and identifying the root causes of this oppression, and a commitment to working both individually and collectively to improve the situation.

The researcher employs semi-structured in-depth interviews with three women working in the gig economy. These interviews aim to explore the participants' backgrounds and work experiences, the requirements and accessibility for women workers on the platforms, their understanding of social security and protection provided by the platforms, their experiences balancing domestic work and flexible employment, as well as their reflections and expectations toward the government regarding the fulfillment of rights and obligations for women gig workers.

In-depth interviews were conducted with the following three respondents: a female online motorcycle taxi driver (aged 40), a female freelance event and community specialist for a health-based digital platform (aged 36), and a content creator using a digital management platform (aged 24). Additionally, the researcher conducted interviews with two other female online motorcycle taxi drivers to obtain supplementary data. These three women were selected to illustrate the dynamics of gig economy work across different platforms, occupations, and age groups, while also revealing similar narratives and challenges. Furthermore, some of the research subjects are referred to using pseudonyms in accordance with their requests and research ethics.

To strengthen the analysis, the researcher also conducted a literature review as part of secondary data collection. The review includes academic literature, national and international regulations, institutional research reports, and media coverage. Literature from other countries was also examined to identify policy practices that could serve as a comparative framework for the Indonesian context particularly in providing recommendations related to social protection, platform work mechanisms, and gender-sensitive digital labor regulations.

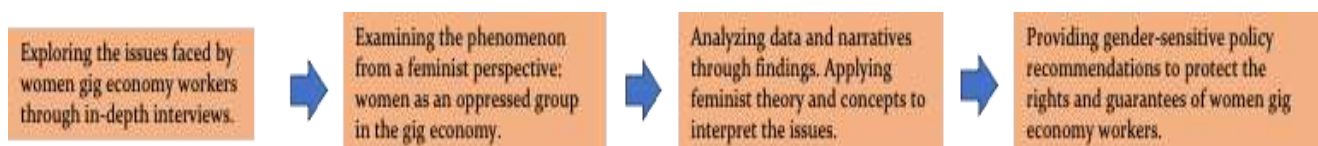


Figure 1. Theoretical Framework

The researcher acknowledges several limitations of this study. It focuses primarily on the experiences of three women, which may not represent the full diversity of women gig workers in Indonesia. However, the depth of qualitative data is expected to offer a more contextual understanding of women's positions within the flexible structure of digital labor which, paradoxically, often increases their vulnerability.

3. Results and Discussion

In practice, the gig economy indeed provides opportunities for women to participate and contribute to both the domestic and national economy. The three main research subjects stated that they experienced ease in the registration process when applying for gig work. However, this convenience also brings various risks that exacerbate women's vulnerability, including issues related to employment status, gender discrimination, the double burden resulting from flexible work arrangements, and economic insecurity in gig work.

Table 2. Registration Requirements for Gig Economy Workers

Type of Gig Work	Platform/Application	Requirements
Online motorcycle taxi driver	Maxim/GoJek/Grab	National ID card (KTP), Police Clearance Certificate (SKCK), valid motorcycle driver's license (SIM C), ownership of a personal motorcycle, payment for work assets (jacket, helmet)
Freelancer (specialist)	Alodokter, Diary Bunda	National ID card (KTP), taxpayer identification number (NPWP), CV, portfolio, bank account
	Supermom Indonesia	Registration through the application including complete identity details (name, address, phone number, age, number of children, children's ages), bank account
Content creator	Shine Management	Full name, phone number, photo, number of social media followers

Source: Compiled by the Author

2.2. Legal Status of Women Gig Workers

"I often feel underestimated, as if I'm only working to support my husband's income. Sometimes when I meet people, they always ask, 'So, what do you do now?' and I can only answer, 'I'm a housewife,' even though I'm doing a lot of work as well. It always ends with people saying, 'Oh, but you're just a housewife, right?' Some even say that I count as a working mom since I do work every day, even though the pay is irregular and project-based." (28/10/2025)

The statement above reflects the frustration expressed by Yona, a mother of two who works as a freelance event and community specialist for several health-related digital platforms such as Alodokter, Diary Bunda, and Supermom Indonesia. Her status as a freelance worker, intertwined with her domestic responsibilities, often leaves Yona uncertain about identifying herself as a worker.

According to Law No. 13 of 2003 on Manpower, Article 1 paragraph 15 states that an employment relationship must include the elements of work, wages, and supervision (Darmastuti, 2022). The element of “work” is often considered the most compatible with gig workers. In Yona’s case, the three platforms she works with have provided contracts specifying the duration of employment and the agreed payment terms.

Nani, a female online motorcycle taxi driver for Maxim and a mother, states that her status is only that of a “partner.” This partnership status is inseparable from the legal loopholes within Law No. 13 of 2003. The ambiguity surrounding the employment status of workers like Yona and Nani raises issues about who should bear responsibility for regulating gig workers (Darmastuti, 2022). It is important to emphasize that digital platforms have so far positioned themselves merely as marketplaces rather than employers. Their role is limited to connecting consumers with service providers.

Eurofound (2015) study identified several forms of gig work that have gained popularity in Europe since the 2000s, including employee sharing, job sharing, loaned labour relationships, on-call work, teleworking, voucher-based work, freelancing, platform-based work, and collaborative employment. Freelancing, for instance, has long been a form of work that reflects the growing prominence of the gig economy or on-demand labor, a phenomenon that mirrors the digital transformation of labor markets (De Stefano, 2016).

Another flexible work model requiring greater attention is platform-based labor, which is becoming increasingly prevalent in today’s work landscape. In this model, individuals perform tasks through applications or websites provided by companies or intermediaries to find and complete short-term jobs (ILO, 2024). Workers in this system are paid upon completing each task, while the platform deducts a percentage of their earnings as a commission fee.

Given these issues, it is crucial for the state to formally recognize gig economy workers, particularly women. The legal ambiguity surrounding their status as “partners” or “freelancers” has created a vacuum of responsibility regarding labor protection. Yet, women in the gig economy make significant contributions to the digital economy while simultaneously shouldering a double burden in the domestic sphere. Therefore, both the state and digital platforms must take concrete steps to establish a clear and equitable legal status for women gig workers, ensuring that their rights as workers are acknowledged, protected, and valued on par with other forms of employment.

2.3. Gender Discrimination in the Gig Economy

“I often get canceled if the customer is a male. Once, a male customer canceled my order, then reordered and canceled again. When I asked why, he just said, ‘*Sorry, I’m not used to having a female driver.*’ I thought maybe they felt uncomfortable or assumed women drive too carefully and can’t go fast. The problem is, when we get canceled, it can take half an hour to an hour before another order comes in.” (27/10/2025)

This narrative was shared by Nani, who reported that many of her customers (especially men) often canceled their orders simply because she is a woman. Other subjects, such as Ni Made and Liza, both women online motorcycle taxi drivers for GoJek and Grab, also reported experiencing similar treatment from customers due to their gender. In Yona’s case, she considers herself fortunate because

her freelance work is related to health and closely aligned with her identity as a woman and mother. Her clients and collaborators are often women or mothers as well, although she also recounted instances of working with male supervisors who lacked understanding of the working conditions of women.

“I once worked with a brand whose person in charge was a man. He didn’t understand what it’s like for mothers, mothers can’t just sit still like office workers with fixed hours. We understand that they have to report and be accountable, but since they’re working with freelancers and mothers, even when we try to stay professional, it’s hard. Sometimes, a mother can only start working when her child is asleep or when all the house chores are done. It’s hard to make men understand this, and sometimes that lack of understanding makes me frustrated, stressed, and overthink.” (28/10/2025)

In Laras’s case, as a content creator, her access to work opportunities is mediated by a management team that provides links to register for projects that match her profile. However, the management cannot guarantee whether she will be accepted, especially since some projects have categorical requirements that exclude her. For example, when a client is a shampoo brand, Laras, who wears a hijab, automatically becomes ineligible to apply.

“If the brand is a shampoo product, it’s difficult for someone like me who wears a hijab. I simply can’t apply because I don’t meet the criteria.” (3/11/2025)

These situations illustrate the persistent gender discrimination faced by women gig workers, both in digital and physical contexts. While discrimination in the gig economy is often seen as complex due to the fragmented and irregular nature of the work (ILO, 2024) the definition remains relevant. According to Article 1 of Law No. 7 of 1985 (Komnas Perempuan, 2001), discrimination against women refers to any distinction, exclusion, or restriction made with the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise of human rights and fundamental freedoms by women regardless of their marital status on the basis of equality between men and women.

The relationship between women and technology has never been simple, as traditional perceptions of technology are fundamentally at odds with women (Gamble, 2010). The symbolic representation of technology has produced stereotypes that depict women as unintelligent and unfit to engage in technological fields. Men are positioned as those who control technology, while new forms of technology render women more easily oppressed, as their limited experiences are perceived to hinder their ability to assess credibility making them more susceptible to manipulation. Similarly, gig work blurs the boundaries between public and private spheres, creating new opportunities to establish standards that are not governed by existing social norms.

From the perspective of radical feminism, Kate Millett in *Sexual Politics* (Millett, 2000) argues that the discrimination women experience stems from their bodies and sexuality. The slogan “*the personal is political*” emphasizes that sex is political. Millett interprets the political not as something confined to formal institutions such as government or parliament, but as encompassing all forms of male control over women in both public and private spheres. According to Millett, patriarchy is rooted in biological differences between men and women, assigning dominant-masculine values to men and subordinate-feminine values to women.

In Nani's case, male customers of online motorcycle taxis exercised indirect control in maintaining male-dominated spaces, perceiving female drivers as abnormal because such work is considered a masculine domain. In Laras's case, the requirements to register for a campaign were also shaped by patriarchal norms that positioned her as an unrepresentative figure within the target market.

This phenomenon illustrates that although the gig economy offers flexibility and new opportunities for women, it still operates within a patriarchal system that places women in subordinate positions. Women gig workers continue to be judged and treated not based on competence but through gender stereotypes and social constructions of women's roles grounded in patriarchal norms that persist even in digital spaces. Therefore, it is essential for both the state and platform providers to develop gender-sensitive systems and policies, eliminate discriminatory practices, and create a truly inclusive and equitable digital work ecosystem for women.

2.4. Flexibility: "Positive" Narrative That Leads to a Double Burden

"I'm sure even regular employees get annoyed when they're disturbed on weekends, freelancers are the same. Unless the job itself is on a weekend, like when I have to handle an event, that's fine. But when there's constant follow-up work that needs to be done over the weekend, it's honestly quite irritating. Weekends are supposed to be my time for my family." (28/10/2025)

According to Yona, as a female freelancer and mother, she must be skilled at balancing domestic and professional responsibilities. She often works during quiet hours at home when her child is asleep, whether in the morning, afternoon, or night. This condition makes it difficult for Yona, who often acts as a liaison between digital platforms and clients, to stay fully focused on her work or to respond quickly. Yona also explained that freelance mothers need to be aware of their capacity to take on projects, often deciding whether to accept a job based on how much time they can dedicate to their children.

Nani, a mother who works as an online motorcycle taxi driver for Maxim, also described her job as highly flexible, as she can work after finishing her household chores and determine her own working hours. Similarly, Laras, a content creator, noted that despite not yet having a family of her own, she still bears domestic responsibilities, which she completes early in the morning before beginning her content production work for clients during the day.

The notion of flexibility in gig work, particularly for women, illustrates what Pierre Bourdieu terms *flexploitation*—a condition of heightened vulnerability for workers resulting from flexible labor arrangements. As described in *Acts of Resistance Against the Tyranny of the Market* (in Darmastuti, 2022), flexploitation produces precarious working conditions characterized by job insecurity, increasing worker vulnerability, limited job availability, intense competition among workers, and widespread contractual arrangements lacking social protection. Ultimately, these dynamics lead to workers' compliance and subjugation, manifesting as a new form of exploitation.

From a Marxist feminist perspective, this case reveals how women gig workers continue to be associated with their reproductive and domestic roles within the private sphere, and are therefore indirectly exploited by capital. Although respondents perceive themselves as empowered—earning income while managing household responsibilities, Marxist feminism provides a useful framework for

understanding the deeper structural roots of gendered inequality in the gig economy. Within the capitalist economic structure, the concept of the double burden (Arivia, 2018) highlights how capital views and positions women in the labor market.

According to Marxist feminists, class, function, and women's status are closely linked to one particular form of gender injustice: the double burden. The term, first introduced by Betty Friedan in *The Second Stage* (Tong, 1998), encompasses both economic and labor issues faced by women. Friedan envisioned a society in which men and women share equal responsibilities and benefits in both public and private spheres.

The experiences of the three women gig workers in this study demonstrate how women remain a distinct class within capitalism—one defined by their relation to production and reproduction. Women constitute a class of individuals responsible for producing simple use-values within the home and family. Margaret Benston (Tong, 1998) emphasized that domestic labor has historically been regarded as women's responsibility.

Regardless of their form of employment, women are expected to manage both domestic and paid work simultaneously. Married women, particularly those with children, thus perform what is essentially two jobs. This dual role vividly illustrates how capitalism continues to exploit women by capitalizing on their unpaid domestic labor and undervalued flexible work.

3.4. Economic Risks, Fraud, and Accidents

“There was a time when we were preparing for an Instagram Live session with a social media influencer, and influencers usually request advance payment. The agreement was made only three days before the event, but the platform couldn't release the funds right away because the money would only be disbursed after I submitted an invoice, and that would take at least 14 working days. So, I had to use my own money first to make sure the event could proceed.” (28/10/2025)

The payment schemes for freelance or gig workers often pose financial risks in carrying out their work operations. Yona recalled two instances in which she had to cover operational expenses out of pocket due to the platform's slow payment procedures. Her wages for each project were combined with operational costs, which were only reimbursed after the completion of her work. Similarly, Laras, a content creator, faced comparable challenges. She often had to purchase brand products in advance to produce video content, with the expectation that these costs would later be reimbursed.

“Some brands require product exposure, so sometimes I have to buy the product myself first and then get reimbursed at the end, after sending the invoice. Sometimes the reimbursement amount is also capped, so I have to find products that fit within or below that price limit.” (3/11/2025)

In addition, Nani also experienced indirect economic risks. As an online motorcycle taxi driver, she frequently received fraudulent or fictitious orders, a common issue faced by many online motorcycle drivers in Indonesia. This problem creates additional financial and physical burdens for Nani. Such losses should be addressed by the platform to prevent further strain on gig workers who fall victim to these incidents.

“In Maxim, I receive fictitious orders, not just food, sometimes from people themselves. I once tried to report it to the call center, but it couldn’t be reached. I also sent written feedback, but the response was delayed. They only replied later in the afternoon.” (27/10/2025)

Work in the gig economy frequently emphasizes digital platforms as intermediaries that facilitate a *sharing economy* (Yuniastuti, 2020). The sharing economy is a socio-economic ecosystem built upon shared resources, both human and material. It is often framed as an effort to create harmonious and synergistic relationships between people and their environment.

However, the experiences shared by Yona and Laras reveal the problematic side of this model. Delayed payments and convoluted reimbursement systems expose how financial risks are shifted onto workers, masking the unequal power relations between platforms and workers. In this context, the so-called sharing economy does not represent an equal partnership, but rather an economic model that exploits workers’ flexibility for the sake of efficiency and platform profit.

Liza, another online motorcycle taxi driver, admitted that she had once been involved in a traffic accident while working. She expressed gratitude that the person who hit her compensated for all the damages, including medical expenses and motorcycle repairs. However, she stated that the platform had no policy to provide compensation in cases of work-related accidents. This is because the platform positions itself merely as a *marketplace* connecting partners and customers (Darmastuti, 2022).

Table 3. Overview Of Issues Faced By Women In Gig Economy

Issues	Findings & Analysis
Worker status	- No formal recognition of worker status by platforms or the state; workers are categorized merely as ‘partners’ or ‘freelancers’ - Women gig workers continue to face social stigma and are perceived as not capable in public or formal work.
Gender discrimination	- Patriarchal norms still persist in digital sphere - Gender stereotypes affect women’s access to work and professional interactions
Flexploitation	- Women gig workers remain tied to domestic responsibilities - Flexible working arrangements often result in a double burden for women that lead to exploitation
Economic risks, fraud, and accidents	- The sharing economy functions largely as rhetoric, masking unequal power relations between platforms and workers - All occupational risks are borne to individual workers, highlighting the exploitative nature of gig labor.

3.5. Legal Protection and Social Security for Women in the Gig Economy

Digital platforms provide a space for individuals to earn income without being bound by conventional working hours. However, women gig workers often due to personal preferences or constraints face significant challenges regarding the protection of labor rights, including access to social security schemes such as Work Accident Insurance (JKK), Death Insurance (JKM), Old-Age Benefits (JHT), and Pension Benefits (JP).

“During my projects, no one ever offered any kind of insurance. I eventually bought one myself, and I also use BPJS through my husband. What actually worried me at first was hearing that freelancers might be taxed. I was really anxious when I found that out.” (28/10/2025)

When asked about protection and social security, all three primary respondents admitted that they had limited knowledge of such schemes. Two of them reported having health insurance (BPJS) or private insurance through their own initiative. Ni Made, an online motorcycle taxi driver, explained that the platform did not require drivers to register for social security. Although the platform provided an option to enroll, it was entirely voluntary.

The Indonesian government, through BPJS Ketenagakerjaan (the national social security agency for employment), has opened a scheme for non-wage workers (BPU), which could include gig workers. However, participation remains low. Contributing factors include income instability, limited incentives from platforms, and the lack of gender-sensitive outreach. In this context, collaborative efforts among the government, digital platform companies, and civil society organizations are essential to ensure that women gig workers receive adequate social security protection.

The government must also acknowledge that the specific challenges faced by women in the gig economy require gender-sensitive policy interventions. This is particularly urgent given that both the gig and informal sectors remain dominated by women. Internationally, several countries have already developed social protection regulations that specifically address gender-related concerns, including Mexico, Spain, the United Kingdom, and India.

Mexico, for instance, has introduced progressive regulations explicitly mentioning protection against discrimination and harassment on digital platforms. In Spain, although not explicitly gender-focused, the classification of platform workers as employees provides women workers with access to formal rights such as social security, maternity leave, and employment protection. This represents an important structural step in strengthening the position of women platform workers, even if not yet framed within a gender perspective.

In the United Kingdom, no new legislation specifically targets the gig economy; however, court rulings referring to the *Employment Rights Act 1996* have affirmed that such rights also apply to women platform workers. For instance, Uber drivers are entitled to “worker” status, granting them minimum rights such as a minimum wage, annual leave, and rest breaks. Women workers also benefit from protection against gender-based discrimination or harassment through the *Equality Act 2010*.

Australia has established minimum standards for platform workers, including protection from discrimination based on gender, family status, or caregiving responsibilities. The regulations

incorporate a gender-inclusive approach, which is particularly relevant for women gig workers in transportation, service, and care sectors.

Table 4. Gig Economy Regulations in Selected Countries with Specific Protections for Women

Country	Regulation/Year	Main Provisions	Gender Specific Protection
Mexico	Decree amending various provisions of the Federal Labor Law regarding digital platforms (24 Desember 2024) – <i>Capítulo IX-Bis Trabajo en Plataformas Digitales</i>	Recognizes platform workers as employees; includes social security registration (IMSS), rights to sick leave, occupational accident insurance, pensions, and annual bonuses (“aguinaldo”).	- Mandatory gender-sensitive approach in platform policies. - Protection from gender-based discrimination and harassment. - Access to social security is particularly beneficial for women workers (especially single mothers and informal workers).
Spain	Royal Decree-Law 9/2021 (“Rider Law”)	Classifies delivery platform workers (e.g., Glovo, Deliveroo) as employees; requires algorithmic transparency affecting working conditions.	- Formal employment status grants access to social security, maternity leave, and labor protection for women workers.
United Kingdom	Employment Rights Act 1996 (interpretasi melalui <i>Uber BV v. Aslam</i> [2021] UKSC 5)	The Supreme Court ruling confirms Uber drivers’ “worker” status with minimum rights: minimum wage, annual leave, and rest periods.	- Includes safeguards against discrimination based on gender, family status, or caregiving responsibilities. - Access to leave and occupational injury compensation.
Australia	Fair Work Legislation Amendment (Closing Loopholes) Act 2024	Establishes minimum standards for platform (“employee-like”) workers, collective bargaining rights, and anti-discrimination protections.	- Includes safeguards against discrimination based on gender, family status, or caregiving responsibilities. - Access to leave and occupational injury compensation.
India	<i>Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH)</i> – perluasan ke gig workers	Initially applied to formal workers; now extended through court decisions and legal interpretations to platform workers.	Direct protection from sexual harassment for women platform workers; mandates grievance mechanisms on platforms.
Italia / European Union	Transposisi EU Platform Work Directive (2024–2025)	Member states (Italy, France, Spain) align national laws: presumption of	Considers gender and maternity factors in occupational safety and health; requires platforms to assess risks related to age,

Country	Regulation/Year	Main Provisions	Gender Specific Protection
		employment, algorithmic transparency, and occupational safety.	pregnancy, and women's conditions.

Source: Compiled by the author from various sources, 2025.

4. Conclusion and Recommendations

Women's empowerment in the gig economy is not only a matter of access to work but also one of social justice and equitable protection. It requires intervention from all stakeholders in the gig economy ecosystem, including platforms and the government. Policy innovations such as automatic integration of platform workers into the BPJS scheme, contribution subsidies for low-income workers, and gender-focused digital and financial literacy programs can serve as strategic steps.

Thus, employment-based social security can genuinely function as a tool for protection and economic empowerment of women in the digital era. Based on Indonesia's National Social Security System (SJSN), the following policy recommendations can be proposed:

1. Automatic integration of platform workers into BPJS Ketenagakerjaan, so that participation does not depend solely on individual initiative.
2. Contribution subsidies or financial incentives for low-income women workers to encourage active participation in social security programs.
3. Gender-based digital and financial literacy programs, ensuring that women gig workers understand their rights and available benefits.
4. Platform regulations that mandate fair and proportional contributions to social protection schemes based on actual income.

At the legislative level, ongoing discussions in the Indonesian Parliament (DPR) indicate growing attention to this issue. Draft laws related to digital platform worker protection and the expansion of social security coverage are under consideration, emphasizing inclusion for informal and gig economy workers. This highlights that the issue of social protection for women digital workers is not merely administrative but also a political and legislative agenda central to social justice and gender equality.

Furthermore, platform owners and other stakeholders must contribute to building a more gender-sensitive gig economy ecosystem. This includes developing algorithms and technologies that facilitate women's access to work opportunities and ensure data privacy and safety. Platforms should also provide responsive and secure grievance mechanisms to address gender-specific challenges faced by women workers.

In conclusion, empowering women in the gig economy should be seen as an integral part of the national social security strategy. A comprehensive approach that integrates legal protection, social inclusion, and gender-based policy design will strengthen Indonesia's SJSN system while reducing

economic risks for women digital workers transforming flexible work opportunities into genuine pathways for empowerment rather than sources of new vulnerabilities.

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