
Towards Inclusive Governance of the Gig Economy: Policy Challenges and Opportunities for Workers' Quality of Life- A Systematic Literature Review

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Abstract

The gig economy has emerged as a crucial element of contemporary labor markets by providing workers with flexibility. In Indonesia, the swift expansion of digital platforms has generated numerous opportunities for millions of individuals; however, it has also raised significant concerns regarding social protection, regulation, and quality of life. In 2024, The *Badan Pusat Statistik* (BPS) indicated around 83.8 million, of Indonesian workers were engaged in informal employment, including gig work. This figure underscores the pressing need for the development of effective governance and policy frameworks addressing non-standard labor. This study aims to conduct a thorough review of the literature concerning governance within the gig economy, critically analyzing the associated policy challenges and opportunities related to workers' welfare in Indonesia. Utilizing the Systematic Literature Review (SLR) method, the authors gathered relevant publications from Scopus and Google Scholar spanning from 2015 to 2025 and performed bibliometric mapping with VOSviewer. Findings reveal that the governance of the gig economy in Indonesia is largely fragmented, primarily driven by market demands rather than coherent regulatory frameworks. Current policies prioritize digital innovation and economic growth but fall short in providing adequate worker protections. Key challenges include ambiguous employment classifications, insufficient enforcement of labor laws, limited social protection provisions, and imbalanced power dynamics between platforms and workers. Nonetheless, there are notable opportunities for enhancing labor market inclusivity, supporting entrepreneurship, and bolstering urban economic resilience. This research offers valuable insights for policymakers aiming to create inclusive frameworks that reconcile flexibility with sustainable living conditions.

Keywords: Gig economy, inclusive governance, policy, quality of life, workers' welfare

1. Introduction

The gig economy in Indonesia represents a significant shift in labor dynamics, driven largely by the proliferation of digital platforms that offer flexible, task-based employment opportunities. The *Badan Pusat Statistik* (BPS) indicated around 83.8 million or 57.95% of the Indonesian workforce were engaged in informal employment, including gig work.. This statistic highlights the extent of

informalization in Indonesia's labor market, leading to critical challenges regarding workers' rights and social protection coverage within the gig economy context (Hakim, 2025).

The rise of gig platforms such as Gojek and Grab has facilitated increased access to income opportunities for many Indonesians. However, this flexibility often coexists with heightened precarity, as gig workers typically find themselves detached from traditional labor protections. Research indicates that Indonesia's existing labor laws, which are based on conventional employment frameworks, fail to adequately address the unique characteristics of gig work. Consequently, gig workers frequently lack essential labor rights, exposing them to precarious working conditions (Hakim, 2025; . This legal ambiguity impedes their access to minimum wage guarantees, health benefits, and other social security provisions, ultimately reinforcing vulnerabilities associated with informal labor (Hakim, 2025).

The Job Creation Law in Indonesia, introduced to stimulate economic growth by enhancing labor market flexibility, has faced criticism for reinforcing a system that prioritizes business efficiency over worker protection. While intended to modernize labor relations, this legislation has not sufficiently addressed the distinct needs of gig workers, leaving their rights inadequately safeguarded. Research indicates that such regulatory frameworks often overlook the complexities of gig work, where the relationship between workers and platforms does not fit neatly within traditional employer-employee categorizations (Eneh et al., 2024; Ruíz et al., 2025). The law has been noted to exacerbate discrepancies in welfare protections for freelancers compared to formal sector employees (Eneh et al., 2024).

Fragmentation in governance and a lack of coordination among various government ministries complicates the creation of a robust regulatory framework for the gig economy. The government's focus on promoting digital innovation has often neglected the social consequences of gig work, leaving workers in a legal limbo without access to meaningful protections. This has resulted in a dual labor market structure, wherein formal workers benefit from substantial protections while gig workers face considerable risks and instability (Hakim, 2025; Chan, 2022).

Additional challenges arise from algorithmic management practices employed by gig platforms, which can perpetuate power imbalances between workers and platforms. Research shows that gig workers often navigate an environment where their employment status remains ambiguous, limiting their negotiating power and reinforcing feelings of alienation and exploitation (Kinder et al., 2019; Wood et al., 2018). Algorithms dictate aspects of gig workers' experiences, such as income distribution and job availability, yet these processes typically lack transparency and accountability. This governance model tends to prioritize efficiency and consumer satisfaction at the expense of equitable labor relations (Sun & Li, 2024; Wood et al., 2018).

Despite these governance challenges, the gig economy also presents opportunities for economic resilience and inclusion, particularly for marginalized demographics. Research suggests that digital platforms can provide alternative income sources for youth and women previously excluded from formal economic participation (Hakim, 2025; Dedema & Rosenbaum, 2024). By facilitating entrepreneurship and local service innovation, gig work aligns with Indonesia's broader development

goals, emphasizing the need for an inclusive approach that respects workers' rights while fostering their contributions to economic growth (Hakim, 2025).

In developing effective policy responses, lessons can be drawn from governance models in other countries, such as the UK and the Netherlands, which have implemented hybrid employment classifications and mandatory social protections for gig workers. These approaches offer potential pathways for Indonesia to navigate its own unique socio-economic landscape while promoting equitable protections for gig workers (Hakim, 2025; Dedema & Rosenbaum, 2024; Ruíz et al., 2025). A collaborative, multi-stakeholder governance strategy involving government institutions, private platforms, and civil society can help create a more integrated regulatory environment that balances flexibility with worker safeguarding (Hakim, 2025; Dedema & Rosenbaum, 2024).

In other words, the dual nature of the gig economy in Indonesia—facilitating flexibility and innovation on one hand while perpetuating precarity on the other—necessitates comprehensive reevaluation of governance frameworks. Addressing existing gaps in regulatory structures, improving institutional collaboration, and recognizing gig workers as legitimate participants in the economy are essential for achieving sustainable and equitable outcomes in Indonesia's evolving labor landscape. Only by fostering inclusive governance that prioritizes responsiveness to workers' rights can the gig economy meaningfully contribute to the nation's development goals.---

The rapid proliferation of digital labor platforms in Indonesia has transformed the labor landscape and blurred the distinctions between formal and informal employment. This transformation, marked by the rise of platforms such as Gojek and Grab, presents significant governance challenges that necessitate reevaluating regulatory frameworks. The gig economy has introduced complex issues surrounding labor rights, employment classification, and the provision of social protections, prompting a need for comprehensive governance structures that can adequately protect workers while promoting inclusive growth within this digital context (Oluka, 2024; Hakim, 2025; Muhyiddin et al., 2024; Christiyono et al., 2024)

Despite increased scholarly interest in the gig economy, existing research primarily focuses on sectoral issues like economic potential, precarity, and social impact, leaving governance dimensions significantly underexplored (Muhyiddin et al., 2024; Christiyono et al., 2024). This fragmentation in the literature highlights a crucial gap regarding how robust policy frameworks can enhance workers' rights and their quality of life. Recent studies confirm that current regulations often lack the clarity required to define the employment status of gig workers, leading to a precarious employment landscape characterized by ambiguous legal protections and limited access to essential rights such as fair wages and social security (Muhyiddin et al., 2024; Shafira et al., 2024). The legal ambiguity complicates the integration of gig workers into existing labor governance systems, as substantial enforcement barriers and power imbalances between platforms and workers persist (Christiyono et al., 2024; Putra et al., 2025).

An effective response to these challenges is critical for fostering more equitable and sustainable work arrangements. The literature identifies specific opportunities for regulatory innovation, such as developing adaptive frameworks that align with the International Labour Organization's (ILO)

standards on decent work (Hakim, 2025; Shafira et al., 2024; Putra et al., 2025). Drawing lessons from legislative advancements in the European Union and Australia can provide a roadmap for Indonesia, as these jurisdictions have made strides in legislating protections for gig workers, addressing issues of wage regulation and labor rights (Putra et al., 2025; Lesmana & Samudra, 2025).

Furthermore, the interrelationship between digital innovation, labor law, and social equity must be better theorized to support inclusive growth in the gig economy. A systematic literature review (SLR) and bibliometric mapping can serve as foundational tools for identifying and synthesizing diverse scholarly insights into governance challenges, ultimately leading to a more cohesive understanding of how comprehensive regulatory measures can improve workers' welfare. This approach can help illuminate gaps within existing frameworks and catalyze necessary reforms that prioritize worker-centric policies (Stanford, 2017).

In summary, while the gig economy in Indonesia holds substantial economic promise, a comprehensive approach that emphasizes effective governance and inclusive regulatory measures is essential for ensuring that the rights and welfare of gig workers are adequately protected. By fostering equitable work practices, Indonesia can pave the way for a digital labor market that not only thrives economically but also upholds the dignity and security of all its workers (Hakim, 2025; Muhyiddin et al., 2024; Shafira et al., 2024; Putra et al., 2025).

2. Research Method

2.1 Study Design

A bibliometric analysis was conducted to investigate the existing research landscape surrounding governance and policy in the gig economy, utilizing VOSviewer, a tool tailored for visualizing and analyzing bibliometric maps (Van Eck & Waltman, 2010). To ensure comprehensibility for readers unfamiliar with bibliometric methods, the study clearly outlines its methodology, highlighting the processes involved in identifying relevant sources, extracting bibliographic data, and synthesizing findings to illustrate research trends and thematic clusters.

The analysis commenced with an extraction of articles from Scopus, focusing on publications within the timeframe of 2015 to 2025. A precise search was conducted using Boolean operators "OR" and "AND" to connect specific keywords, aiming to maximize applicable results while excluding unrelated records. The resulting search query employed was: TITLE-ABS-KEY ("gig economy" AND "governance" OR "policy") AND PUBYEAR > 2014 AND PUBYEAR < 2026. This initial approach garnered 436 documents, which were further refined to highlight informal and digital labor considerations, ultimately narrowing down to 112 relevant articles particularly pertinent to Indonesia, ASEAN, and developing countries. By reviewing full articles for relevance, the final selection comprised 11 documents published during the specified timeframe.

2.2 Data Analysis

For a structured review process, the study adopted the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) framework, which enhances transparency and consistency in

identifying, screening, and evaluating literature covering the quality of work-life for gig workers specifically in Indonesia. VOSviewer facilitated a co-occurrence analysis, enabling a visualization of research trends related to the gig economy and its workers. The analysis focused on all keywords with a full counting method while applying a minimum occurrence threshold of five, which resulted in identifying 91 out of 2,237 keywords that met the inclusion criteria. This approach uncovered key research clusters, thematic relationships, and conceptual interconnections within the existing literature.

The study emphasizes that the methodologies and tools employed are validated by advancements in bibliometric research techniques, thereby improving data interpretation. In conclusion, the systematic literature review provides insights into the complexities of governance and policy concerning the gig economy in Indonesia, while also aligning with broader global research trends. By illuminating key findings, this analysis aims to inform future research and policy initiatives within the fast-evolving realm of gig work.

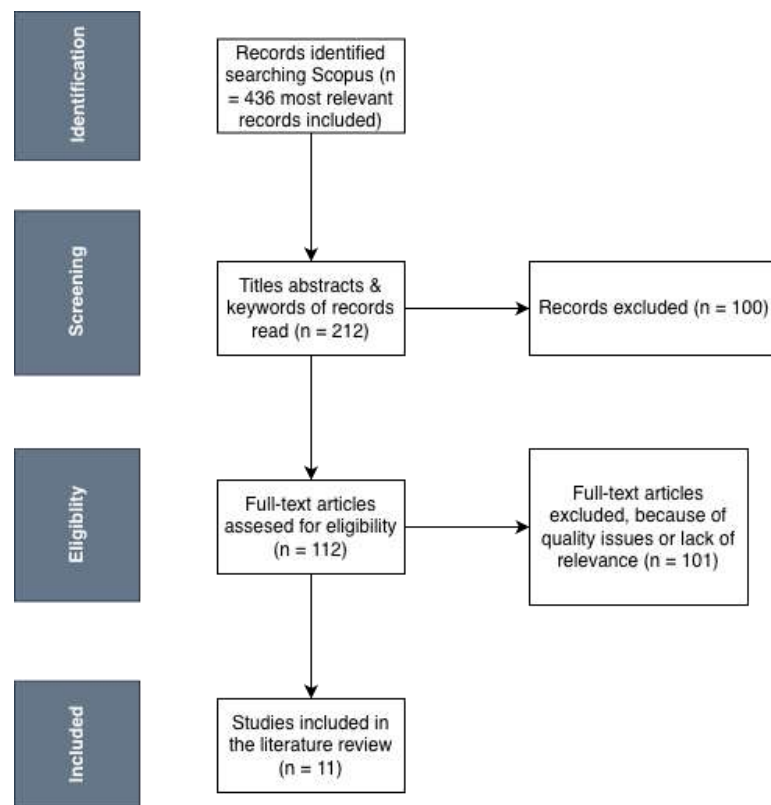


Figure 1. Study selection, assessment & inclusion (pre-sented using the Vosviewer)
Source: Processed by authors (2025)

3. Results and Discussion

3.1. Mapping of research topics: An overview

A total of 436 documents accessed in November 2025 regarding research on governance and policy in the gig economy were mapped and analyzed following the trend of search results for research

publication data on Scopus. Each data or item displayed is based on search results, filtered on the scopus.com site, then identified and analyzed using VOSviewer version 1.6.20. Data is visualized following the calculated weights and also looking at existing data trends. We also chose not to display data visualization on other items that are less relevant.

The trend of increasing studies on governance and policy in gig economy, as seen from global research trends from 2015 to 2025, reflects a growing interest in understanding the complexities of labor management within the digital platform economy. Research on this topic has surged, although the number of studies fluctuates annually. This increase is influenced by developing concerns such as the regulation of digital platforms, the protection of gig workers' rights, and the need for sustainable and inclusive policy frameworks. Studies on labor laws, social protection, and platform governance have gained attention, especially regarding how platforms handle issues like wages, social security, and labor rights. However, a gap remains in the comprehensive responses from global researchers, particularly when addressing challenges specific to countries with higher levels of digital labor market informality and less regulatory enforcement.

Based on the trend in the number of publications in Figure 2, it appears to have increased significantly every year, only in 2022 there was a decline and the rest increased gradually starting from 2015 through 2025. This reflects the growing concern among global researchers regarding the governance of gig work and its implications for workers' welfare and sustainable development. The need for robust governance and policy frameworks to address gig economy challenges is critical for cities and countries worldwide, particularly in Indonesia, where the gig economy is expanding rapidly. The ongoing need for an ideal policy strategy to manage gig work effectively, safeguard workers, and promote inclusive economic growth forms the basis of this study.

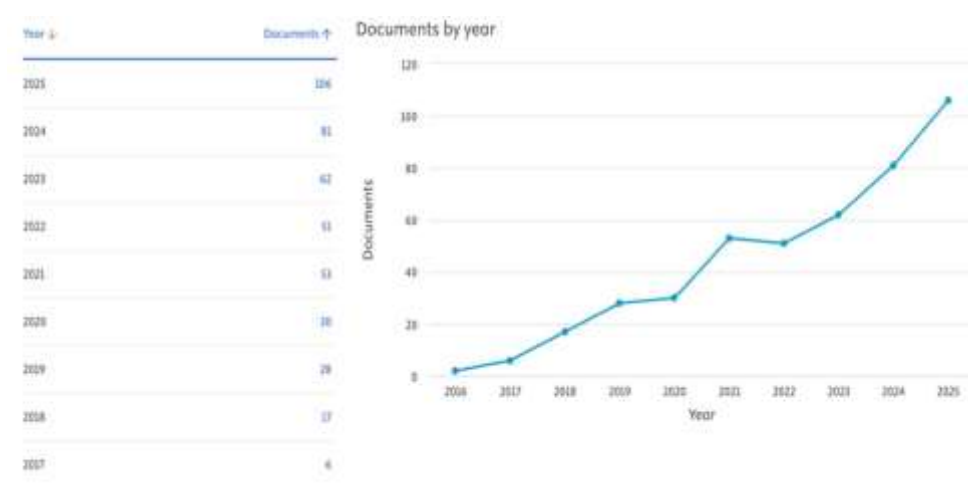


Figure 2. Documents publication trends (2015–2025)

Source: Processed from scopus (2025)

Figure 3 shows that the top 10 countries with the most published documents concerning governance and policy in the gig economy: (1) the United States with a total of 110 documents and a total of 3212 citations; (2) the United Kingdom with a total of 85 documents and 3177 citations; (3)

China with a total of 37 documents and 342 citations; (4) Germany with a total of 12 documents and 242 citations; (4) Netherlands with a total of 15 documents and 467 citations; (4) Australia with a total of 32 documents and 686 citations; (4) India with a total of 44 documents and 932 citations; (4) Canada with a total of 18 documents and 408 citations; (4) Malaysia with a total of 20 documents and 82 citations; (4) Spain with a total of 13 documents and 155 citations. This highlights that research on governance and policy surrounding the gig economy, particularly in developing countries like Indonesia, remains insufficient. As a result, this creates challenges in formulating effective strategies and policies to address the vulnerabilities and negative impacts faced by gig workers, especially in countries prone to economic informality and weak regulatory frameworks like Indonesia.

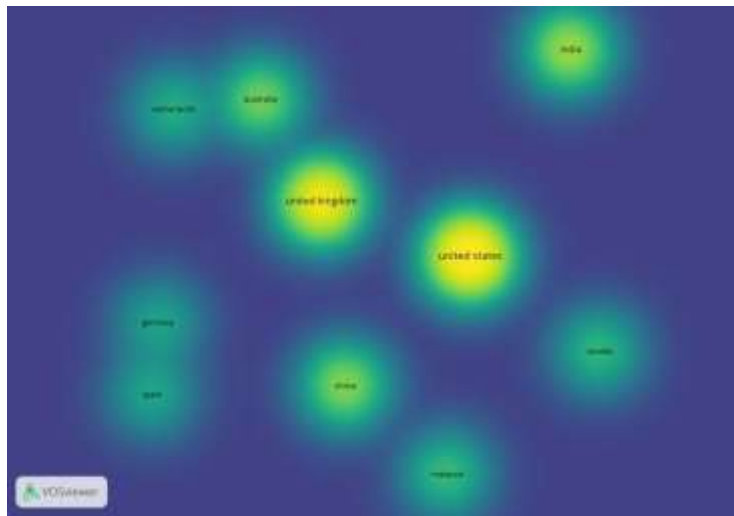
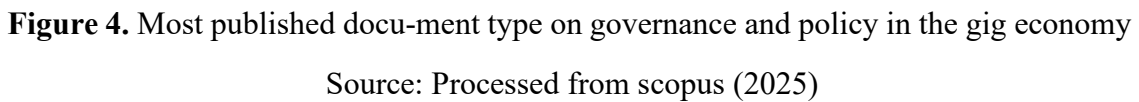
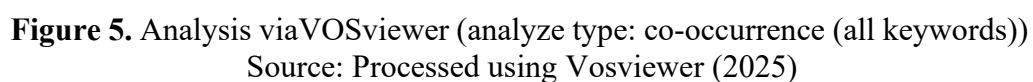


Figure 3. Top 10 countries with the most publications on Governance and Policy in The Gig Economy (analysis type: co-authorships (countries))
Source: Processed using Vosviewer (2025)

Figure 4 above shows that several types of published documents contain several documents related to climate change governance for urban resilience. These publication document types include Articles (275 documents), Book Chapters (64 documents), Books (39 documents), Conference Papers (23 documents), Reviews (22 documents), Editorials (9), Notes (2 documents), Conference Reviews (1 documents) and Erratum (1 documents). This data indicates that there are still various types of scientific publications on governance and policy in the gig economy, in line with the trend of scientific publications by global researchers published by various publishers. Although research on this topic has been steadily increasing over the past 10 years, the number remains insufficient. Therefore, there is still a lack of comprehensive insights that explain the interrelationship between governance and policy for labor law especially informal labor and social equity. We can see that there is still a lack of studies in various types of documents that are truly considered strategic studies to address the issues problem.



A total of 436 documents accessed in November 2025 regarding governance and policy for the gig economy were assessed, selected, and analyzed based on their relevance to this study. After filtering, a total of 112 documents were mapped and analyzed based on research trends from a publication search in the Scopus database. The documents analyzed using VOSviewer demonstrate their relevance to this study. The results revealed six (6) clusters that represent trending global research topics.



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foundation for comprehensively identifying problems and developing appropriate strategies to address governance and policy for the gig economy.

Each cluster can serve as a reference for research issues that provide perspectives in developing studies that contribute practically and theoretically to future research. These research issues can also be used as research data to identify global research trends regarding what has been, what has not been, and what can be further explored. Additionally, these clusters provide insight into the development of research trends on gig economy governance and policy in Indonesia.

Recent research into gig economy governance and policy reveals intricate clusters of interconnected dynamics and challenges that gig workers face in the platform economy. These clusters emphasize a need for comprehensive approaches to govern a rapidly evolving digital labor market effectively.

Cluster 1 (red), examining the interplay between algorithms, digitalization, and platform work, underscores the growing need for public policies that evolve in tandem with technological advancements. Algorithmic management poses a significant challenge to workers' rights and the regulation of the digital labor market. Sridhar et al. identify the necessity of supportive legislation that acknowledges gig work and enhances working conditions through effective skill development initiatives aimed at improving worker mobility and bargaining power (Sridhar et al., 2024). Such regulation is critical as gig labor continues to gain prominence in our economy. Furthermore, Stewart and Stanford argue that the precarious nature of gig work and the risks burdened on workers require thoughtful policy interventions to counteract these trends (Stewart & Stanford, 2017).

Transitioning to Cluster 2 (green), which emphasizes algorithmic management and workers' welfare, research has pointed out deficiencies in current governance models that often leave gig workers vulnerable. Xie et al. illustrate how courts, despite lacking formal laws on platform employment, have begun protecting gig workers' rights through judicial strategies, highlighting the courts' critical role in rights redress (Xie et al., 2025). This sense of legal backing is essential to developing more inclusive policy frameworks. Lin et al. argue that institutional governance plays a pivotal role in addressing workers' welfare, advocating for regulatory measures that balance operational efficiency with the well-being of gig workers (Lin et al., 2022).

In Cluster 3 (blue), the linkage between the digital economy and worker mobility, particularly involving migrant workers, is explored with an eye on how national policies can prevent social inequality. Wang et al. emphasize the need for comprehensive cross-border regulations that confer social protections for gig workers, ensuring equitable treatment in a growing global labor market (Wang et al., 2022). This approach not only safeguards the rights of migrant workers but enriches the socio-economic fabric within which digital labor operates.

Cluster 4 (yellow) focuses on mental health and job satisfaction, especially in the wake of COVID-19, which has exacerbated stress levels among gig workers. Wang et al. detail the impacts of loneliness and financial instability on mental health, particularly within the gig workforce, emphasizing the need for health and well-being policies to support gig workers effectively (Wang et al., 2022). This

vulnerability necessitates the integration of health and well-being policies into gig economy regulations, fostering environments conducive to worker support and satisfaction.

Moving onto Cluster 5 (purple), the exploration of local economic dynamics in rural areas reveals the critical function of local governance in enhancing job opportunities for gig workers. Schou and Bucher highlight that efforts to foster economic capacity must translate into supportive local policies that address income disparities facing gig workers, thereby integrating gig work into broader economic structures (Schou & Bucher, 2022). This demonstrates the essential role local governments play in both mitigating inequality and facilitating economic growth in rural contexts.

Lastly, Cluster 6 (light blue) examines digital platforms and their role in connecting gig workers to job opportunities. The regulation of these platforms requires a focus on transparency and fairness to ensure equitable benefits for gig workers. Au-Yeung et al. argue that power dynamics in platform governance should prioritize worker rights, advocating for regulatory frameworks that can adapt to the rapid evolution of labor in the digital context (Au-Yeung et al., 2024).

Cumulatively, these clusters demonstrate that effective governance and policy for the gig economy must adopt an interdisciplinary and collaborative approach encompassing technology, public policy, and worker advocacy. The creation of inclusive policy frameworks that not only spur digital growth but also robustly protect gig workers' rights remains critical in adapting to the complexities of the global labor market. Ensuring the integration of social, technological, and political dimensions in policy development will be vital to bolstering workers' welfare in the contemporary digital economy.

Table 1. Overview of Reviewed Studies on Governance and Policy in The Gig Economy

No.	Document Title	Findings	Authors
1.	Gender Role Reversal in Gig Economy Households: A Sociological Insight from Southeast Asia with Evidence from Pakistan	The findings revealed that women's gig work participation significantly predicted enhanced digital access, greater income contributions, and increased intra-household decision-making power. These, in turn, contributed to a measurable shift in gender ideology toward equality norms and a partial reversal of traditional gender roles, particularly in household <i>labor</i> division.	Daraz, U., Bojnec, Š., & Khan, Y. (2025)
2.	Interrogating the Legal Foundations of Digital Transformation: Balancing Economic Growth and Social Welfare in the Era of Disruption	The findings indicate that <i>Indonesia's</i> progress is hampered by fragmented and reactive legal frameworks, notable regulatory gaps—particularly in data protection and <i>labor</i> rights within the <i>gig economy</i> —and weak institutional coordination. These issues lead to <i>policy</i> inconsistencies, implementation delays, and the exacerbation of existing inequalities. To address these challenges, this study advocates for a systemic reconfiguration of digital <i>governance</i> grounded in democratic principles and inclusive participation.	Anggono, B. D., Wahanisa, R., Sari A.P, A. O. V. P., & Adiyatma, S. E. (2025)

No.	Document Title	Findings	Authors
3.	COVID-19 triggered flexible working arrangements in Zimbabwe: A systematic literature review	The pandemic has fast-tracked teleworking to be the new normal and positioned it as the future of work among 21st-century Zimbabwean businesses whose citizens are likely to be more digital than their predecessors. Risky interactions are likely to be reduced as, in the <i>gig economy</i> , 'work' is not a place, but is a web-based task that can be done from any location that allows for broadband internet connectivity. This chapter strives to suggest possible remedies for retooling the 'new normal' in the future. Implications: The chapter shows the importance of the philosophy of 'live and let live', because the onus is on us to safeguard the work environment.	Mashavira, N., & Mabika, P. (2025)
4.	The widening gender wage gap in the gig economy in China: the impact of digitalisation	the findings challenge the prevailing optimistic view on the role of the <i>gig economy</i> . Utilising the China Labour Dynamics Survey data from 2014, 2016, and 2018, and applying the Bourguignon, Fournier, and Gurgand model to correct selection bias, this study reveals that, digitalisation has exacerbated gender wage gaps, with the wage growth of female gig workers significantly lagging behind their male counterparts, especially among married and older cohorts. Adopting the Neumark decomposition, the analysis confirms that discrimination largely accounts for this gap.	Han, J., Li, M., Li, S. <i>et al.</i> (2024)
5.	Bibliometric analysis of Indonesia's labor dynamics: Future works, digital transformations, and contemporary employment landscape shifts	The <i>informal sector</i> , particularly pronounced in <i>Indonesia</i> , poses challenges related to poverty, inequality, and the <i>gig economy</i> . Emerging issues like informal care for the elderly, social capital, and informal learning call for nuanced <i>policy</i> approaches. <i>Indonesia's</i> aging population adds complexity, requiring sustainable support mechanisms for healthcare and social services. The digital landscape, specifically Fintech, plays a significant role, yet research gaps persist. Bridging the digital talent gap is crucial for effective digital transformation, necessitating collaboration between government, educational institutions, and industry players.	Sulintang, A et al., (2024)

No.	Document Title	Findings	Authors
6.	Analysing The Impacts Of Gig Economy, Adoption Flexible Recruitment Policy And Employee Performance On Sdgs Achievement In Indonesia: Moderating Role Of CSR	Findings indicate a positive correlation between the gig economy, employee performance, flexible recruitment policies, and SDG achievement. Moreover, CSR significantly moderates the relationship between the gig economy, employee performance, and SDG attainment. The study offers insights for policymakers in formulating regulations aimed at advancing SDGs through the gig economy, enhanced employee performance, and flexible recruitment practices.	Saragih, J., & Wardati, J. (2024).
7.	Enhancing Consumer and Family Economic Well-Being in ASEAN: The Role of Technological Advancement and Institutional Quality in Navigating the Informal Economy	The finding further shows the significance of institutional quality in shaping the <i>informal economy</i> . Strong institutional quality helps to create a structured environment that reduces informal economic activities, aligning with neoliberal theory. <i>Governance</i> quality, including the absence of violence and terrorism and the control of corruption, plays a role in mitigating informalities.	Rani et al., (2018)
8.	Global gig economy: prospects and key growth threats for developing countries	The article determines that developed countries are leading in the number of employees on freelance exchanges. Developing countries dominate in terms of the total number of freelancers. It proved that the education index and the share of self-employment are characterised by a close inverse correlation, and the second indicator is associated with a low level of development of labour relations and problems in the economic development.	Okunkova, E. A., (2023)
9.	Empowering Women in the Digital Economy: A Quest for Meaningful Connectivity and Access in Developing Countries	We gathered eight contributions (or chapters) on new directions, strategies, and barriers to women's empowerment through digital technologies. The contributions span thematic areas such as female digital entrepreneurship, social media, and agricultural value chains, women in the gig economy, the digital divide, gender disparities in cryptocurrencies, and digital access in agriculture.	Boateng, S. L. et al., (2023)

No.	Document Title	Findings	Authors
10.	A research agenda for the gig economy and society	Covering key issues such as algorithmic management, discrimination, occupational health and safety, casual work and collective labour rights, the authors challenge the narrative that the gig economy is a set of work arrangements that cannot be regulated through existing labour legislation and governance forms. The impact of the gig economy in developing countries and the regulation of global supply changes in platform work are also addressed. With contributions from world-leading authors, this Research Agenda will be crucial reading for scholars of labour and employment law, sociologists, economists and industrial relations specialists.	Sedacca, et al (2022)
11.	What (if anything) may justify a new policy regulation for gig-delivery workers? The case of rappi in Argentina	This article aims to contribute to fulfilling that gap by analysing the case of Rappi in Argentina. Rappi is a Colombian delivery platform created in 2015 in 27 cities and six countries in Latin America. We evidence that current legal frameworks are insufficient to explain the gig-work that Rappi riders perform. It is argued that there is a room to propose a new regulation in order to effectively capture the essence of this new type of work.	Hartmann-Cortés, K. (2021)

Source: Processed by authors (2025)

Recent research on governance and policy in the gig economy emphasizes various opportunities and challenges within this rapidly evolving sector, particularly regarding workers' welfare and rights. A significant finding across these studies is the impact of women's participation in gig work, leading to enhanced household decision-making power and shifts in traditional gender roles. In Indonesia, the gaps in legal frameworks have become increasingly apparent, highlighting the necessity for more inclusive digital governance to adequately address the legal rights and social protections of gig workers.

The role of digital platforms in influencing workers' rights, including compensation and working conditions, emerges as a central theme in this discourse. There is a palpable push for robust and equitable regulations to oversee worker treatment and rights within gig economies. This requires balancing the necessities of economic growth with the welfare of gig workers, echoing the call for policy reforms that effectively cover the gig workforce under existing legal structures.

Moreover, it is crucial to recognize the precarious nature of gig work, which often subjects workers to unclear legal classifications and inadequate social security provisions. In many developing regions, particularly in Indonesia, the lack of clarity in the employment status of gig workers exacerbates their vulnerability and makes policy reform essential to securing their rights and benefits. Collaborative efforts between governments and digital platforms are imperative for ensuring fair

practices, including the provision of social security benefits and health insurance, while addressing ongoing issues like discrimination and job security.

Research suggests that despite the significant potential for job creation and economic development provided by the gig economy, there is an urgent need for comprehensive policy development. These policies must aim to safeguard workers' rights as well as ensure sustainable economic growth that engages all stakeholders effectively. Collectively, these findings reflect a pressing need for inclusive governance that prioritizes equitable treatment and security for gig workers while fostering the beneficial aspects of the gig economy.

4. Conclusions

The gig economy in Indonesia has rapidly expanded, driven by the growth of digital platforms that offer flexible employment opportunities to millions of workers. However, this expansion has also raised significant concerns regarding social protection, regulation, and the quality of life for gig workers. According to Badan Pusat Statistik (BPS) 2024, approximately 83.8 million workers in Indonesia are involved in informal employment, which includes gig work, highlighting the urgent need for effective governance and policy frameworks to address the increasing presence of non-standard labor in the economy. The research conducted through a Systematic Literature Review (SLR) and bibliometric mapping using VOSviewer has revealed a fragmented governance landscape in Indonesia's gig economy, primarily driven by market forces rather than cohesive, well-defined regulatory frameworks. Although current policies emphasize digital innovation and economic growth, they fall short in providing adequate protection for workers, leaving significant gaps in areas such as employment classification, labor law enforcement, social protection, and the imbalance of power between platforms and workers. Despite these challenges, there are notable opportunities for enhancing labor market inclusivity, supporting entrepreneurship, and fostering urban economic resilience. The studies reviewed underline the importance of creating inclusive governance frameworks that balance flexibility with the need for sustainable living conditions for workers. Research by scholars such as Anggono et al. (2025) and Masavira & Mabika (2025) further emphasizes the necessity of cohesive legal frameworks and a systematic governance approach to address the emerging gaps in gig economy regulation and worker welfare. The findings underscore the urgency for policy-makers to craft more integrated policies that can protect workers' rights while promoting continued economic growth in the digital labor market. Ultimately, the future of gig economy governance in Indonesia hinges on a more inclusive, robust, and collaborative approach that ensures workers are provided with the protections they need, alongside opportunities for growth and economic participation.

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