
Legal Uncertainty in the Gig Economy: A Sociological Perspective on the Vulnerability of Illustrator Ijulosaurus

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Abstract

The phenomenon of the gig economy has transformed the landscape of work by introducing a project-based model that is flexible, fast, and result-oriented. For some workers, including digital illustrators such as Ijulosaurus, this model provides opportunities for independence while simultaneously creating legal vulnerabilities. Uncertainty regarding employment status, weak protection of rights, and the imbalance of bargaining power between workers and platform-based employers indicate that the existing legal system has not been able to adapt to socio-economic changes in the digital era. This study seeks to analyze the legal vulnerabilities of creative workers in the gig economy through a socio-legal perspective. The theoretical framework employed is Karl Renner's theory of the functional change of law. Renner argues that while the text of the law may appear static, its actual function shifts in response to evolving social structures. In the context of the gig economy, labor law originally designed to regulate formal employer–employee relationships lose its functionality when confronted with flexible, digital forms of work. Consequently, freelance workers such as Ijulosaurus often occupy a legal “grey area,” where their rights are insufficiently protected. This study adopts a qualitative approach using a case study method, drawing on literature analysis, interviews, and digital documentation. The findings reveal that legal uncertainty in the gig economy manifests in three dimensions: normative (regulations that remain maladaptive), structural (the absence of institutions guaranteeing the rights of digital workers), and relational (power imbalances between creative workers and employers). From Karl Renner's perspective, this condition demonstrates a delayed adaptation of law to social dynamics, resulting in the erosion of its role as a protective instrument. Therefore, this research underscores the urgency of reorienting legal frameworks toward more responsive regulations to ensure justice for creative workers in the digital era.

Keywords: gig economy, socio-legal studies, Karl Renner, freelance workers, digital creative industry, legal uncertainty.

1. Introduction

The phenomenon of change and development across various sectors such as education, social life, and the economy has occurred massively in recent years. The emergence of diverse creative industries and numerous freelance work platforms has further increased the complexity of developments in the modern economic landscape. Various depictions of future employment increasingly indicate that the

economy continues to experience growth and transformation over time. This diversity of occupations is also supported by the fact that Generation Z, often referred to as Gen Z, tends to be closely connected with technological advancement, which enables them to be more creative. According to data compiled by Septiawan and Suprianto, a majority of 39.6% of Gen Z prefer to work in the field of entrepreneurship. This finding suggests that, in the future, there will be a significant rise in the number of new entrepreneurs in the digital sector, such as content creators, business vloggers, online advertising services, and other related professions, thereby transforming the existing perspectives of the global economy (Septiawan & Suprianto, 2022).

Generation Z also shows a strong preference for temporary forms of work, commonly referred to as freelance jobs. This trend has significantly shifted public perceptions of employment patterns and organizational structures, while simultaneously promoting greater flexibility in job acquisition. The widespread accessibility of digital technology has further contributed to the emergence of what is known as the “Gig Economy.” The term Gig Economy refers to temporary, contract-based, and short-term project work that is often associated with digital platforms. There are three key components of the gig economy: first, freelance work that is compensated on a short-term basis (per hour or per day) and characterized by flexibility; second, consumer demand for specific services; and third, the presence of companies or digital platforms that serve as intermediaries connecting workers with consumers (Istrate et al., 2017).

The Gig Economy refers to the exchange of labor for income carried out by individuals or companies through digital platforms. These platforms play an active role in connecting service providers with clients, focusing on short-term employment and a task-based payment system (Lepanjuuri et al., 2018). The term *Gig Economy* is now widely used by scholars and reputable sources to describe forms of work that are more flexible and less structured than traditional employment. Specifically, this term refers to types of jobs managed through online platforms. These platforms are considered the driving force of a demand-based economy, where people can easily access goods and services through smartphone applications or other web-based services (Abraham et al., 2018).

In the Indonesian context, several studies have highlighted the complexity and legal challenges faced by gig workers in obtaining adequate labor protection. (Putra et al., 2025) found that the implementation of electronic work contracts used by digital platforms in Indonesia is often unfair and tends to favor the platform providers. Furthermore, the regulation of gig economy workers in Indonesia has yet to provide sufficient protection. (Prasetyo, 2024) emphasized that the legal status of gig workers remains in a grey area and has yet to reach a clear definition, primarily because existing labor regulations do not explicitly govern platform-based employment models. Meanwhile, the findings (van Doorn et al., 2023) revealed that the lack of social protection policies for gig workers further increases the risk of job insecurity in this sector. In line with this, (Nilsen et al., 2022) noted that although the government has made efforts to update labor regulations to adapt to the dynamics of digital work, the implementation still faces numerous obstacles. Lastly, (Ikhtiariza et al., 2024) stressed the importance of adopting a more adaptive and inclusive regulatory approach to ensure that the rights of gig workers in Indonesia are sustainably protected.

This study focuses on the discussion of the gig economy as it relates to the profession of illustrators. In today's fast-paced digital era, being an illustrator is no longer limited to working in offices or studios with rigid working hours. Many illustrators now choose freelance or project-based work offered through digital platforms, opening opportunities to collaborate with a wide range of clients, including those from various parts of the world. Through this research, the study aims to closely examine how the gig economy shapes the professional lives of illustrators, the opportunities it offers, and the challenges they encounter amid the dynamics of the modern economy. The findings are expected to provide valuable insights that contribute to understanding and supporting the development of the modern economic landscape.

The researcher has a particular interest in exploring the legal protection of illustrators working under the *Ijulosaurus* media platform, which has recently expanded its involvement in gig economy activities. This interest stems from the understanding that the gig economy represents a transformation of contemporary work structures driven by digital technological advancements and shifting work patterns among younger generations. However, employment within the gig economy can also become a double-edged sword if not supported by proper strategies, particularly for illustrators who often rely on freelance arrangements and project-based income.

2. Research Method

This study employs a qualitative method with a phenomenological approach, aiming to explore in depth the subjective experiences of individuals in confronting their lived social realities, particularly in relation to legal uncertainty. The phenomenological approach seeks to examine human lived experiences by understanding how individuals interpret reality within their own frameworks of thought and action. Through this perspective, phenomenological research attempts to address ontological questions by uncovering a deeper understanding of the essence of reality. As it focuses on the comprehensive description of the participants' experiences, this approach is categorized as qualitative research. The knowledge produced from this method encompasses representations of individuals' views, beliefs, ideas, values, and attitudes, all of which emerge from their interactions with the surrounding environment and ultimately shape how they experience their lifeworld. (Nasir et al., 2023).

Phenomenology as a research method possesses four main characteristics: descriptive, reductive, essential, and intentional. Phenomenological data analysis is conducted through five key stages. First, the researcher compiles a list of expressions from participants' responses while suspending personal biases (bracketing), ensuring that each statement is treated equally (horizontalization). Second, a reduction process is carried out by identifying expressions that reflect the essence of participants' experiences, categorizing and labeling them into specific themes while eliminating overlapping or less meaningful statements. The next stage involves clustering and synthesizing the core themes from consistent expressions, followed by validation to examine the connection between these expressions and themes with the participants' transcripts or field notes. Any expressions found to be inconsistent are eliminated. Finally, the researcher composes the Individual Textural Description (ITD), a narrative

account that describes validated participant experiences, supported by verbatim interview quotations and relevant diary excerpts (Fatah, 2024).

Through this approach, the researcher seeks to understand the meanings embedded in the lived experiences of a digital illustrator, namely Izzah Nur Fahma (26 years old), founder and manager of the Instagram account Ijulosaurus, and a graduate of the Islamic Civilization History Study Program, Faculty of Adab and Humanities, UIN Sunan Ampel Surabaya. The phenomenological approach was chosen due to its relevance in uncovering the perceptions, motivations, and emotional dynamics experienced by Izzah throughout her career journey from the early stages of becoming an illustrator to establishing her creative identity within the gig economy. In the research process, in-depth interviews were employed as the primary data collection technique to comprehensively explore the participant's personal experiences, coping strategies, and perspectives, all of which were analyzed within the phenomenological framework that emphasizes the interpretation of individual lived experiences.

3. Results and Discussion

3.1. General Overview of the “Ijulosaurus” Gig Economy Phenomenon

The gig economy phenomenon has gained remarkable popularity among young people, with many individuals transitioning from conventional forms of employment to project-based or short-term work facilitated through online applications. Although this model offers flexibility in working hours and opportunities for additional income, disparities remain between workers and platform providers, particularly in terms of legal protection, social security, and economic stability. In this study, the focus is directed toward one specific illustration platform, Ijulosaurus, as a case study that represents how creative professionals engage within the gig economy framework.

For illustrators, possessing a distinctive artistic identity is essential in differentiating their work from others. Such uniqueness may emerge through various visual elements, including composition, character design, color palettes, or the creation of signature figures that form a recognizable visual identity for the public. This artistic distinctiveness not only fosters an emotional connection between the artwork and its audience but also serves as a reflection of the illustrator's personality, experiences, and worldview expressed through each artistic stroke. In this research, the distinctive identity developed by Izzah (26 years old) lies in her creation of a unique character named Ijulosaurus, which functions as both her creative hallmark and personal brand within the contemporary gig economy landscape.

... Before the development of Ijulosaurus as a distinct platform, there was a larger platform that served as a creative space for both Ijulosaurus and Amplopku, which can be considered a type of “office.” This platform was named Attracthink, derived from the idea of “interacting” and “thinking.” Regarding Ijulosaurus, it refers more specifically to a character that I have been developing within my illustrations an alter ego that I began cultivating since high school. The character Ijulosaurus can be described as a female figure who is “digidong” in Javanese, meaning confined or enclosed. This concept reflects the

lived reality of women who are often not granted the same freedoms as men, symbolically capturing a world full of uncertainty. The character embodies both personal expression and broader social commentary through the artistic lens, linking individual experience with societal conditions ... (Primary data, December 26, 2024).

According to the data provided by Izzah (26 years old), creativity and uniqueness are developed through the expression of distinctive ideas derived from everyday concerns, including the character Ijulosaurus, which originated from her reflections on women who are “digedong” or confined. This illustrates that the realities faced by women are often restricted by social norms and societal expectations. Izzah (26 years old) expressed this idea with the phrase, “a world with all its uncertainties.” As a digital illustrator, she must integrate visual artistry with profound meaning, using her work as a medium to tell stories, voice societal concerns, and create a reflective space for her audience.

As the founder and developer of the Ijulosaurus Instagram account, Izzah Nur Fahma (26 years old) has recognized her talent from an early age. She consistently engaged in drawing activities, participated in numerous competitions, and gradually discovered her passion for design and illustration from kindergarten through university. These experiences have strengthened her enthusiasm and commitment to pursuing a career as an illustrator.

... I have recognized my talent and interest in drawing since kindergarten, where my drawings were sometimes considered better than those of my peers. I participated in coloring competitions during my early education, and in middle school, I joined calligraphy contests. In high school, I began familiarizing myself with digital editing tools such as CorelDRAW, which later became foundational skills for learning design and illustration in university. During my university years, I was also actively involved in graphic design communities and continued creating illustrative artworks. My renewed engagement with illustration began at a friend’s graduation event; as a student, resources were limited, but I drew a portrait for my friend, which was very well received. Subsequently, I pursued illustration more seriously, initially using the Infinite Painter application on Android, and currently utilizing Procreate to create the illustrations featured on Ijulosaurus... (Primary data, December 26, 2024).

According to the data provided by Izzah (26 years old), her journey as a digital illustrator began with a passion for drawing in kindergarten. She also participated in various competitions during her childhood, including calligraphy contests in middle school. A turning point that reignited her focus on illustration occurred when she drew at a friend’s graduation event and received positive feedback, which encouraged her to continue pursuing her passion in digital illustration. This narrative demonstrates how talents discovered early in life can grow and develop through diverse experiences, community support, and a willingness to continuously learn and adapt to new technologies. Her creative journey is not merely about drawing skills, but also about finding fulfillment in storytelling through meaningful illustrations.

Ijulosaurus represents a form of gig economy work. According to the Indonesian Central Bureau of Statistics (BPS) in February 2025, the number of informal workers or those engaged in gig economy activities in Indonesia reached approximately 86.58 million people, representing 59.40% of the total workforce (Yohan, 2025). Discussions regarding the regulation of gig work continue across various jurisdictions, reflecting the tension between economic efficiency, workers' rights, and the evolving nature of labor relations in the digital era. Information technology now plays an integral role in nearly every aspect of modern life. (Filinovych et al., 2025).

The gig economy offers a dual role, presenting both opportunities and challenges for young workers. On one hand, this system provides appealing flexibility, enabling individuals to balance work with other commitments. On the other hand, gig work often lacks the guarantees and benefits typically associated with traditional employment. The absence of adequate regulation renders gig workers vulnerable to various risks, including unstable income, job insecurity, and limited access to social benefits. (Jeyaraj et al., 2025).

In line with Sharma's perspective, the gig economy in India has also become a frequently discussed issue, where the gap between government policies and the absence of social security exacerbates precarity, particularly during health crises or when workers' platform accounts are deactivated. Interestingly, while many workers acknowledge the benefits of the gig economy, such as low entry barriers and opportunities for supplementary income, they also emphasize the importance of platform accountability and government involvement to ensure fairness and long-term sustainability. These interrelated issues illustrate the dual nature of the gig economy: on one hand, it is flexible and offers opportunities, yet on the other, it remains unstable and potentially exploitative (Sharma & Sharma, 2025).

It is highly challenging to measure the legal aspects of the gig economy (and the independent workforce in general). Various risks arise for workers in the form of income fluctuations and concerns that future "freelance work" may not materialize, effectively transferring risk from employers to the workers themselves. Taxation policies and labor protections generate both advantages and disadvantages when comparing traditional employment with independent work, making such impacts difficult to quantify (Oyer, 2020).

3.2. The Dimension of Legal Uncertainty in the Gig Economy

The reality of legal uncertainty in the gig economy sector is becoming increasingly evident. To date, Indonesia lacks a positive legal framework that explicitly and adaptively regulates labor relations within the rapidly growing gig economy in the digital era. According of *Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan* dan *Undang-Undang Nomor 6 Tahun 2023 tentang Cipta Kerja*, Indonesia concerning Job Creation are still oriented toward the paradigm of conventional employment, which is permanent, hierarchical, and based on written contracts. Consequently, the dynamics of on-demand work conducted through digital platforms are not yet fully accommodated within the national labor law framework. This condition reflects a regulatory lag, which refers to the delayed adaptation of legal systems to socio-economic changes brought about by technological innovation (Iqbal et al., 2025).

In line with Indra, it has been argued that the unclear legal status of gig workers in Indonesia directly impacts the weakness of labor rights protection. The absence of explicit regulations results in gig workers lacking access to social security, minimum wage standards, and employment protections equivalent to those afforded to formal workers (Indra & Nawangsari, 2025). Efforts to address this regulatory gap have indeed emerged, including the proposed Draft Law on the Welfare of Digital Workers, which has been under discussion since 2022. However, to date, the draft has not progressed to the final stage of legislation. The absence of substantive legal instruments creates a legal vacuum, generating uncertainty regarding the legal status of digital workers, particularly in relation to the certainty of their rights, obligations, and protection against potential work vulnerabilities.

The aspects of flexibility and autonomy are indeed key factors supporting freelance work within the gig economy, making it a preferred employment choice for Gen-Z, including those working as illustrators. The freedom to work from any location, set one's own working hours, and select projects that align with personal passions and values are advantages that are often difficult to obtain in conventional employment (Cempaka & Pangeran, 2024). For many young illustrators, freelance work is not merely about earning an income, but also about expressive freedom and discovering a broader creative space (Zain & Dwivayani, 2024). However, behind this idealized picture of freedom and flexibility, various challenges must be faced, both from external and internal factors. Working as a freelance illustrator in the gig economy is not only about creative freedom but also involves maintaining a balance between creativity, productivity, and mental health. One notable challenge originates from external factors, such as the unpredictable demands of clients. Clients' requests, which may sometimes be considered unusual, often present difficulties in deciding whether to accept certain projects. This uncertainty can weigh heavily on illustrators when determining whether to fulfill client expectations:

The first challenge originates from external factors, such as the unpredictable demands of clients. Requests that may sometimes be considered unusual or unconventional can pose difficulties for illustrators when deciding whether to accept a project. The hesitation to take on certain assignments often becomes a persistent concern for illustrators, as they weigh the decision to comply with client preferences.

...On one occasion, I was offered a project to create an illustration design of food. Initially, I assumed it was for a restaurant; however, upon closer inspection, I realized it was for a bar serving alcoholic beverages. This situation caused internal conflict and hesitation, particularly considering my background of having studied in a pesantren in Jombang. Ultimately, I sought a reason to decline the project... (Primary data, December 26, 2024)

According to the data presented by Izzah (26 years old), this reflects a challenge in the form of internal conflict arising from moral considerations that are upheld even within her work environment as an illustrator. This is influenced by her educational background, which has shaped the values and branding embedded in her work on Ijulosaurus. In the art world, this also relates to the branding created by an artist; as the founder of Ijulosaurus, she develops content centered on women, making it appropriate to highlight the distinctive features of Ijulosaurus, which represents women wearing a gedong (hijab) along with glasses.

Social protection is undoubtedly a critical aspect for *Ijulosaurus* as a participant in the gig economy. The current labor law paradigm appears insufficient to effectively address these challenges. There is an urgent need for regulatory innovation, including the application of the principle of the rebuttable presumption of employment status and robust rules regarding algorithmic transparency, in order to rebalance the distribution of power and ensure the provision of decent work in the digital era. (Schmidt & Haryanto, 2025).

The second challenge arises from unpredictable income, which is a critical concern for freelance illustrators to sustain their work.

... Regarding income, it can be said that earnings as an illustrator are indeed uncertain. I personally price my work at approximately IDR 35,000–40,000 per illustration. For example, one of my lecturers at Unusida once commissioned me to create ten poses for WhatsApp stickers. Therefore, income is highly variable; there were even instances where I was not paid in cash but received tickets to attend the ‘Jambore Stand-Up Comedy Show at Magunan Pines Forest, Bantul, Yogyakarta.’ All of this stems from my dedication as an illustrator. The key point is that even if I am not paid, it is acceptable as long as the work brings me joy, and being happy ultimately leads to producing more creative works ... (Primary data, December 26, 2024).

According to Izzah (26 years old), income as an illustrator tends to be fluctuating; however, an interesting aspect of her experience is receiving multiple orders, sometimes compensated not only with money but also with appreciation in the form of tickets to attend events such as the Jambore Stand-Up Comedy Show. Such gestures positively influenced her mood and creative ideas. The feeling of enjoyment is considered by her as a motivating factor in her work as an illustrator.

As a participant in the gig economy facing wage uncertainty and minimal legal protection, this condition naturally makes *Ijulosaurus* creators concerned about the sustainability of their profession. Particularly, when digital platform-based work systems do not provide stable income or clear employment status guarantees (Satria, 2025). In practice, they often depend on algorithms, unilateral platform policies, and unpredictable market demand fluctuations. This situation not only creates economic pressure but also affects psychological aspects, such as anxiety about career prospects and personal well-being. When creativity serves as the primary source of income, yet is not accompanied by a fair protection system, *Ijulosaurus* creators remain in a vulnerable position amid the growing euphoria of the digital economy (Tambunan et al., 2024).

According of *pasal 1 ayat (15) Undang-Undang Nomor 13 Tahun 2003* Regarding labor relations, namely the “existence of work, orders, and wages,” the legal relationship between a platform and its workers should be classified as a formal employment relationship. Consequently, industrial relations institutions are authorized to reinterpret such contractual labels and recognize the actual employment status, thereby restoring the normative rights of workers (Setiawan et al., 2025).

The government also plays a crucial role in establishing standards that ensure workers receive at least a minimum wage after accounting for their operational costs, without the necessity of working overtime. Furthermore, the government should recognize gig workers as part of an employment

relationship between employees and employers (platforms), allowing them to obtain the labor rights to which they are entitled (Putri et al., 2023). This aligns with Marmo's observation, which highlights that gig companies have created layered vulnerabilities for gig workers. On one hand, the gig economy has significantly altered the characteristics of traditional employment relationships, for instance, by providing flexible working hours and requiring workers, rather than employers alone, to supply their own tools. This situation is often regarded as an indication of the absence of a formal employment relationship between workers and the company (Marmo et al., 2022).

3.3. Theoretical Analysis Based on Karl Renner's Perspective

From Karl Renner's perspective, the analysis of labor relations in the gig economy can be understood through the concept of the social function of law. Renner argued that law is not static but can evolve according to the social and economic dynamics of society (Dukes, 2025). He emphasized the distinction between formal legal structures and the socio-economic realities underlying them. In the context of gig workers, contracts that formally state a partnership relationship often conceal a subordinate relationship between the worker and the digital platform.

Renner also highlighted the importance of law in the dynamics of socio-economic change worldwide, even introducing the notion of "frozen law." According to Hackett, there are periods when policy updates are deliberately ignored by policymakers. When a policy experiences categorical freezing, any external changes anticipated or unanticipated that affect the size or nature of a particular category of activity or social group may result in policy drift. By extending the focus from interval freezing to categorical freezing, one can gain deeper insight into various forms of policy shifts (drift) and their consequences (Hackett, 2024).

Renner's perspective is particularly important for preventing legal gaps in Indonesia. Lessons from legal gaps in Latin America illustrate that socio-economic conditions pushing individuals to work outside formal legal frameworks reveal serious discrepancies between the function of law and social reality. This misalignment not only affects workers' livelihoods but also threatens social cohesion, the sustainability of social protection systems, and public trust in legal instruments meant to provide protection. Although social policies have advanced since the 1990s, labor law in the region has yet to fully adapt to changes in modern work structures, particularly regarding the creation of quality employment (Thoene, 2015).

For gig economy workers in Indonesia, transformation involves building "voice" and protection through online community practices, peer-to-peer communication channels, and other non-formal strategies when formal rights are unavailable. These forums or communities serve as complementary mechanisms to laws that have yet to adapt (Alasoini et al., 2023). Ultimately, such approaches foster solidarity, reflecting Indonesia's distinctive approach to building a socially embedded economy.

3.4. Recommendations and Practical Implications

The anticipated future for gig economy workers encompasses greater transparency and accountability, worker-oriented regulations, enhanced structural power for workers, and democratic ownership of platforms all mutually reinforcing elements. None of these factors alone is sufficient to

bring meaningful change to the quality of platform work. For instance, what is the value of democratic platform ownership if there is no transparency regarding working conditions, minimal worker-protective regulations, and no collective body representing them? Most likely, this situation would result in local governments managing platforms that offer low-wage, unstable, and high-risk jobs (Woodcock & Graham, 2020).

There is a critical need for a regulatory framework that allows individuals to freely express their capabilities, innovate, and utilize human and natural resources productively. Consequently, the substantive objectives of social and labor law are more likely to be achieved through approaches that strengthen individual capacity and empowerment. This is particularly positive for government intervention amidst persistent structural unemployment, where inclusive social policies, protective legislation, and public expenditure serve as essential instruments to maintain social stability and ensure a minimum standard of welfare for society (Thoene, 2015).

As part of transforming the world of work in the digital era, labor regulations must be reoriented to adapt to flexible, platform-based work arrangements. This adaptation can be realized through the establishment of a Digital Worker Protection Framework or the revision of derivative regulations from the Job Creation Law (*Undang-Undang Cipta Kerja*) to accommodate non-traditional employment relationships mediated by digital platforms. Moreover, a hybrid protection model is necessary, combining basic social security such as BPJS Health, BPJS Employment, and micro-insurance schemes with standardized digital contracts that guarantee transparency, fairness, and minimum protection for workers. From an academic perspective, this approach underscores the relevance of Karl Renner's theory in interpreting the functional changes of law amid socio-economic digital dynamics. It provides an empirical contribution to the development of sociological legal discourse in Indonesia, particularly in the context of protecting workers in the creative economy, who increasingly rely on flexible and algorithmic work mechanisms.

4. Conclusion and Recommendations

This study concludes that legal uncertainty in the gig economy illustrated through the case of digital illustrator Ijulosaurus reflects a structural gap between existing labor law and the evolving nature of digital work. The findings confirm Karl Renner's theory that when the law fails to adapt to social and economic change, its protective function erodes, leaving workers in a state of vulnerability. In Indonesia, the persistence of outdated regulatory paradigms has caused digital freelancers to rely on informal mechanisms such as online communities, peer forums, and personal contracts to safeguard their professional interests.

To address this gap, regulatory innovation is urgently required. Policymakers should consider the development of a Digital Worker Protection Framework that integrates flexible labor standards with algorithmic transparency, social security inclusion, and fair contractual practices. A hybrid protection model, combining basic social protection (BPJS, micro-insurance) with standardized digital contracts, can ensure fairness while maintaining flexibility. Academically, this research contributes to the discourse on the sociological function of law in the digital era, emphasizing the need for adaptive and

distributive legal frameworks that recognize new forms of creative and platform-based labor. Future research may explore the comparative effectiveness of hybrid regulatory models in protecting creative gig workers across diverse digital ecosystems."

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