



Transformation of Labor Law in the Modern Era: Balancing the Protection of Workers' Rights and Certainty of Obligations in Industrial Relations

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Abstract

Digital transformation has changed the character of industrial relations through the development of flexible work systems, the digitization of work processes, and the emergence of new labor relations models that demand adjustments to labor laws. These changes pose a challenge in maintaining a balance between the protection of workers' rights and the certainty of the obligations of the parties amid the need to increase productivity and competitiveness in the business world. This research aims to analyze the transformation of labor law in the modern era and examine the extent to which legal arrangements in Indonesia are able to realize a balance between workers' rights and obligations in industrial relations. The research uses a normative juridical method with a legislative approach and a conceptual approach. Primary, secondary, and tertiary legal materials were obtained through literature studies, then analyzed qualitatively using prescriptive analysis methods. The results of the study show that technological developments have shifted the paradigm of employment relations from the conventional system to a more flexible and digital-based employment relationship, thus affecting the implementation of the rights and obligations of workers and employers. Although Law Number 6 of 2023 has accommodated some of these changes, regulations regarding flexible work systems, digital platform-based workers (*gig economy*), and protection for workers outside working hours still need to be strengthened in order to be able to provide legal certainty. Thus, the effectiveness of labor law in the modern era depends on its ability to build a balance between the protection of workers' rights, the certainty of the obligations of the parties, and the needs of the business world in dealing with the dynamics of digital transformation.

I. INTRODUCTION

Digital transformation has fundamentally changed the structure of employment relations in various sectors of the economy. The development of information technology, artificial intelligence (*Artificial Intelligence*), automation, cloud computing (*Cloud Computing*), as well as digital platforms not only change the way companies carry out business activities, but also change the characteristics of employment relationships that have been the basis for labor law regulation. Conventional work patterns that rely on fixed employment relationships, clear workplaces, and measurable working hours are starting to shift towards more flexible, dynamic, and technology-based work relationships. These changes present opportunities to increase productivity while posing new challenges to the effectiveness of legal protection for workers and legal certainty for employers (Scott, 2020).

The change in the paradigm of employment relations is marked by the development of various

forms of non-conventional work, such as *The Gig Economy*, digital platform-based workers, freelancers (*Freelance*), to the implementation of a remote work system (*Remote Working*.) and *Hybrid working*. The labor relations model offers greater flexibility for companies and workers in determining the time, place, and mechanism of execution of work. However, behind this flexibility there are legal consequences that are not simple, especially related to the status of employment relationships, certainty of wage provision, employment social security, occupational safety and health protection, the right to rest time, and certainty regarding the legal responsibilities of the parties. This condition shows that the transformation of the world of work has not only changed production patterns, but also shifted the concept of legal protection in industrial relations (OCTA, 2023).

On the other hand, technological development is much faster than the legal ability to adapt. The character of employment law, which is basically

built to regulate conventional employment relations, faces challenges when faced with a digital work model that does not always meet the elements of employment relations as known in laws and regulations. As a result, various legal problems have arisen, such as the unclear status of digital platform workers, the lack of optimal protection for workers with a flexible contract system, the increased risk of termination due to automation, and the issue of supervision of occupational safety and health standards in the remote work system. These various problems show that there is a gap between the development of labor relations practices and the substance of the applicable labor law.

In the Indonesian context, this dynamic has gained attention through the establishment of Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law as part of the reform of labor regulations. The presence of the regulation is intended to create a balance between increasing investment, expanding employment opportunities, and protecting workers' rights. However, its implementation still raises various debates, especially regarding the balance between the flexibility of employment relations provided to employers and the guarantee of legal protection for workers. Changes regarding fixed-time employment agreements, outsourcing (*outsourcing*), the regulation of working hours, termination of employment, and the compensation system are part of the substance that continues to give rise to discourse on the extent to which labor law is able to accommodate the interests of all parties proportionately (Mulia & Ahmad, 2024).

In fact, labor law not only functions as an instrument of protection for workers, but also as a means of creating legal certainty in industrial relations. The protection of workers' rights must go hand in hand with certainty regarding workers' obligations in carrying out employment relationships in a professional, productive, and responsible manner. Similarly, employers are not only burdened with the obligation to fulfill the normative rights of workers, but also have the right to obtain certainty about the implementation of workers' obligations in accordance with employment agreements and the provisions of laws and regulations. Thus, harmonious industrial relations can only be realized if the law is able to maintain a balance

between the rights and obligations of the parties without placing one of the interests dominantly.

This problem shows that the discussion of labor law in the modern era can no longer be understood only from the perspective of worker protection as the classical labor law paradigm. The transformation of the world of work requires a legal approach that is more adaptive to technological developments, new models of employment relations, and changing business needs. In this context, the effectiveness of labor law is not only measured by the number of norms that provide protection to workers, but also by its ability to create legal certainty, maintain a balance of rights and obligations, and support the creation of productive, fair, and sustainable industrial relations in the midst of increasingly dynamic social and economic changes (Mokoginta, 2022).

Although various studies have examined the legal protection of workers and the impact of the implementation of the Job Creation Law, most of them still focus on the partial protection of workers' rights. Studies that comprehensively analyze labor law through the balance between the protection of workers' rights and the certainty of obligations in industrial relations in the era of digital transformation are still relatively limited. In fact, this balance is the main prerequisite for the creation of fair employment relationships, providing legal certainty, while being able to accommodate the needs of the business world that continues to grow (Fuad et al., 2024).

Based on these conditions, this study aims to analyze the transformation of labor law in the modern era by focusing on the balance between the protection of workers' rights and the certainty of obligations in industrial relations. The analysis was conducted to assess the extent to which the labor law regulation in Indonesia has been able to respond to changes in the character of employment relations due to digital transformation, as well as to identify implementation challenges that are still faced in realizing an adaptive, fair, and legal certainty for workers and employers.

II. RESEARCH METHODS

This study uses normative juridical research methods that are oriented towards the study of positive legal norms as the main object of analysis. Normative juridical research or *Legal Research* Placing law as a system of norms that is studied through laws and regulations, legal principles, doctrines, and legal concepts that develop in legal

science. This approach is used to analyze how the regulation of labor law in Indonesia responds to the transformation of labor relations in the modern era, especially in realizing a balance between the protection of workers' rights and the certainty of obligations in industrial relations (Rizkia & Fardiansyah, 2023).

The approaches used include the statute *approach* and the conceptual approach. The approach to laws and regulations is carried out by examining various regulations related to employment, especially Law Number 13 of 2003 concerning Manpower as amended through Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law, along with its implementing regulations. Meanwhile, a conceptual approach is used to examine theories and doctrines regarding legal protection, industrial relations, the rights and obligations of the parties in the employment relationship, as well as the development of labor law concepts in the era of digital transformation.

The legal materials used consist of primary legal materials in the form of relevant laws and regulations and court decisions, secondary legal materials in the form of books, scientific journals, research results, and expert opinions, as well as tertiary legal materials in the form of legal dictionaries, encyclopedias, and other supporting sources. All legal materials are collected through *library research* and analyzed qualitatively by prescriptive analysis methods through systematic, grammatical, and teleological interpretation to obtain legal arguments regarding the effectiveness of labor regulation in dealing with changes in the character of labor relations in the modern era and its implications for the balance of labor rights protection and certainty of obligations in industrial relations.

III. RESULTS AND DISCUSSION

A. Transformation of the Employment Law Paradigm in Industrial Relations in the Modern Era

Employment law is one of the branches of law that has a dynamic character because its existence is always influenced by economic developments, technology, and changes in the structure of employment relations in society. In contrast to the relatively stable branch of law, labor law is constantly undergoing adjustments in response to changing needs in the business world as well as the demand for labor protection (Zairudin, 2022).

Therefore, the development of labor law cannot be separated from the paradigm change in industrial relations that continues to develop along with technological advances and economic globalization. This transformation shows that labor law not only functions as an instrument for worker protection, but also as a means of creating a balance between the interests of workers, employers, and the state in realizing productive, fair, and sustainable industrial relations.

In the era before the development of digital transformation, employment relationships were generally built based on conventional work patterns that placed workers as part of the company's organization with a fixed work system, structured working hours, and a clear work location. In such conditions, labor law is more oriented towards the protection of workers as parties who economically have a weaker bargaining position than employers. This paradigm is reflected in various provisions that provide protection for the right to a living wage, social security, occupational safety and health, rest time, protection from arbitrary termination of employment, and freedom of association. The main focus of labor law in that period was to realize social justice through state intervention in labor relations that were essentially not in a balanced position (Remen et al., 2018).

This paradigm obtained a strong normative foundation through Law Number 13 of 2003 concerning Manpower. The law places the protection of basic workers' rights as the main goal of implementing labor law in Indonesia. This is reflected in various provisions that affirm the existence of guarantees of equal opportunities, prohibition of discrimination, protection of workers' normative rights, regulation of working hours, provision of wages, occupational safety and health, and institutional strengthening of industrial relations. Thus, the main orientation of labor regulations at that time was more directed to strengthen legal protection for workers as an implementation of the principle of the welfare state (*welfare state*) which requires state intervention in creating fair employment relations (Harahap et al., 2024).

The development of economic globalization and digital transformation then fundamentally changed the character of the employment relationship which has been the basis for the formation of labor laws. Digitization of production processes, industrial automation, artificial intelligence (*Artificial Intelligence*), the use of

digital platforms, as well as the development of remote work systems (*Remote Working*.) has given birth to new forms of employment relations that cannot be fully accommodated by conventional labor law paradigms. Employment relationships are no longer always based on physical attachment between workers and employers, but have evolved into more flexible employment relationships with the use of technology as the main medium of work implementation. As a result, various legal issues arise regarding the status of employment relationships, social protection, employer responsibilities, and the certainty of the implementation of the rights and obligations of the parties that were previously not the main concern in the employment law system (Lita & Yurikosari, 2019).

Changes in the global economic environment have also led to the birth of legal policies that are no longer solely oriented towards worker protection, but also consider the need to increase investment competitiveness and job creation. This shift in orientation is reflected in Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law. In his considerations, it was emphasized that global economic dynamics, rising energy and food prices, climate change, and disruption of world supply chains demand a transformation of national economic policies through simplification of regulations and increasing investment competitiveness. This condition shows that labor law is no longer positioned solely as an instrument of labor protection, but also as an instrument of economic development directed at creating a conducive investment climate without neglecting the protection of workers (Moertiono, 2023).

This transformation gave birth to a new paradigm in labor law, namely the need to balance the protection of workers' rights and legal certainty for employers. The flexibility of the working relationship that is developing in the modern era provides a wider space for companies to adapt the needs of the workforce to market dynamics. However, at the same time, this flexibility has the potential to reduce the level of protection for workers if it is not balanced with regulations that are able to provide certainty regarding normative rights, social security, occupational safety, and protection against termination of employment. Therefore, the main

challenge of labor law today is no longer just to provide maximum protection to one party, but to build a balance of interests that is able to ensure the sustainability of industrial relations in a sustainable manner (Karsona, 2020).

In the perspective of modern industrial relations, such a balance is an inevitable necessity. Workers need certainty regarding the fulfillment of their rights as a consequence of the employment relationship, while employers need certainty regarding the implementation of workers' obligations so that the company's productivity is maintained. The state then plays the role of a regulator in charge of maintaining the legal relationship through the formation of regulations that are adaptive to technological developments, changes in business models, and global economic dynamics. Thus, modern labor law is no longer oriented towards unilateral protection, but rather on the creation of harmonious industrial relations through a balance between the protection of workers' rights, the certainty of the obligations of the parties, and the interests of national economic development.

Based on this description, the transformation of labor law in the modern era is not just a change in the substance of laws and regulations, but a paradigm shift regarding the function of law in regulating industrial relations. If in the past labor law focused more on the protection of workers as weak parties, then in the modern era the law is required to be able to integrate this protection with the needs of the flexibility of the business world, investment certainty, and the development of digital technology. Therefore, the success of labor law in the modern era is no longer measured only by the breadth of protection provided to workers, but also by its ability to create a balance of rights and obligations of the parties so that industrial relations can develop in a fair, productive, adaptive, and sustainable manner.

B. Shifting Work Culture and Its Implications for Rights and Obligations in Industrial Relations

Digital transformation has fundamentally changed the work culture that has been the foundation of industrial relations. If in the past work activities were dominated by the physical presence of workers in the company environment with fixed and measurable working hours, then the development of information technology has given birth to a work pattern that is more flexible,

adaptive, and no longer limited by space or time. Digitalization not only changes the way work is done, but also changes the pattern of interaction between workers and employers, supervision mechanisms, human resource management systems, and the way of implementing rights and obligations arising from employment relationships. These changes show that modern work culture is no longer oriented towards the physical presence of workers in the workplace, but rather on achieving productivity through the use of digital technology (Charda, 2022).

In the conventional employment relations system, the implementation of work is generally carried out in the company environment with clearly defined working hours. Supervision of the implementation of work is carried out directly by the employer, while the fulfillment of workers' obligations is measured based on attendance, compliance with working hours, and the implementation of the tasks given. This type of employment relationship model provides relatively high certainty for the application of various employment norms, such as the regulation of working hours, rest time, overtime, occupational safety and health, as well as supervision mechanisms by companies and employment agencies. Thus, the exercise of the rights and obligations of the parties takes place in a workspace that can be physically controlled and supervised directly (Wibowo & Herawati, 2021).

The development of digital technology then changed this paradigm through the birth of various flexible work models, such as *Work From Home* (WFH), *Work From Anywhere* (WFA), *Hybrid working*, as well as the use of digital platforms as the main medium for carrying out work. This work system provides flexibility for workers to carry out their work without having to be at the company's location as long as the work target can be completed in accordance with the agreed provisions. For companies, the work model improves operational efficiency, expands access to a more competitive workforce, and allows work management to be carried out more effectively through various digital applications. However, this flexibility also changes the boundaries of employment relations that have been the basis for employment law regulation (Ashidique, 2020).

One of the most obvious implications is a change in the parameters of the implementation of workers' obligations. If previously workers' obligations were identified with physical

presence and compliance with certain working hours, then in the digital work system the orientation shifted to the achievement of targets, the quality of work results, and productivity. This shift has the consequence that the assessment of the implementation of workers' obligations is no longer only based on the quantitative aspect in the form of working time, but also on the aspect of the performance produced. This condition provides benefits in the form of increased work flexibility, but at the same time raises challenges regarding work time limits, immeasurable workloads, and the potential for increased psychological pressure due to the demand to always be connected to the company's digital system.

From the perspective of legal protection, changes in work culture also raise issues regarding the fulfillment of workers' normative rights. Arrangements regarding working time, rest time, overtime rights, occupational safety and health, and protection of privacy become increasingly complex when work is carried out outside the company environment. In a remote work system, employers have limitations in supervising workplace conditions, while workers still face various risks related to physical and mental health, such as ergonomic disorders, digital fatigue (*Digital Fatigue*), stress due to the high intensity of online communication, as well as the blurring of the boundaries between personal and work life. These issues show that the development of modern work culture has expanded the scope of legal protection, which was previously more oriented towards the conventional work environment (Fajrianto, 2023).

On the other hand, digitalization is also changing the way companies carry out supervision of workers. The use of information technology allows companies to monitor work activities through electronic attendance systems, productivity measurement software, location tracking, and the use of artificial intelligence in evaluating worker performance. Although the technology can improve the efficiency of company management, its use also raises legal issues regarding personal data protection, the right to privacy, transparency in the use of digital surveillance systems, and limits on the employer's authority to access workers' personal information. Therefore, technology-based supervision must continue to be carried out by paying attention to the principles of

proportionality, good faith, and respect for workers' human rights.

The transformation of work culture also changes the concept of industrial relations which has been built based on direct interaction between workers and employers. Communication that was previously carried out face-to-face has now shifted to digital platform-based communication that allows coordination to take place without regional or time limits. The change does improve the company's operational effectiveness, but at the same time it has the potential to eliminate the clear boundary between working time and rest time. In practice, not a few workers still receive work instructions outside normal working hours, thus giving rise to the phenomenon of *always connected*. If these conditions are not regulated proportionately, then work flexibility can actually develop into a new form of exploitation that reduces the protection of workers' rights to decent rest time and personal life.

From the perspective of modern industrial relations, such changes in work culture should not be interpreted as a reduction in legal protection for workers or restrictions on employers' rights in managing companies. On the contrary, the transformation of work culture must be understood as a momentum to build a new balance between the flexibility of the working relationship and the certainty of the rights and obligations of the parties. Workers gain flexibility in carrying out work through the support of digital technology, while employers gain certainty in achieving the company's targets and productivity. This balance can only be realized if labor regulations are able to accommodate the development of modern work culture through an adaptive arrangement of flexible work systems without compromising the principles of legal protection that are the basis of industrial relations (Dyan Arni Firmanti, 2023).

Thus, the shift in work culture in the digital era is not just a technical change regarding the location or method of carrying out work, but a change in the structure of the employment relationship that has direct implications for the rights and obligations of the parties. Therefore, labor law is required to not only accommodate technological developments, but also ensure that the transformation of work culture continues within the corridor of legal certainty, protection of workers' rights, respect for the obligations of the parties, and the realization of fair, productive, and

sustainable industrial relations in accordance with the needs of the modern world of work.

C. Digital Work Culture and the Reconstruction of Rights and Obligations in Modern Industrial Relations

The development of digital technology has given birth to a new work culture that fundamentally changes the character of industrial relations. Digitalization is no longer just an instrument to support company activities, but has developed into the main foundation in the implementation of work in various economic sectors. Utilization of internet networks, cloud computing (*Cloud Computing*), artificial intelligence (*Artificial Intelligence*), automation systems, as well as various digital collaboration platforms have created more flexible, fast, and integrated work patterns. As a result, working relationships are no longer limited by physical space or conventional working hours, but have evolved into working relationships based on digital connectivity and electronic performance measurement (Sherly et al., 2021).

This transformation changes the meaning of the workplace which has been synonymous with the existence of a physical office. In the practice of modern industrial relations, the implementation of work can be carried out through *virtual offices*, *remote working systems*, *Work From Home* (WFH), *Work From Anywhere* (WFA), or hybrid working patterns. The existence of communication technology allows work coordination to take place in real time without requiring workers to be at the company's location. These changes provide benefits in the form of operational efficiency, reduced company costs, increased workforce flexibility, and expanded employment opportunities that are no longer limited by geographical area. However, on the other hand, these changes also change the pattern of legal relations between workers and employers that have been built on the concept of physical presence and direct supervision.

In the perspective of employment law, digital work culture has shifted the orientation of employment relations from a time-based approach (*Time-based employment*) towards a results-based approach (*performance-based employment*). In the conventional work system, the implementation of worker obligations is generally measured through compliance with predetermined working hours. On the other hand, in a digital work culture, the main indicators of the

implementation of obligations are more determined by the achievement of targets, the quality of work, the effectiveness of task completion, and the ability of workers to adapt to the use of information technology. The shift suggests that productivity no longer depends on how long workers are at work, but on the economic value generated through the use of digital technology (Mantili, 2021).

This change in orientation has implications for the implementation of workers' rights. Flexibility, which is the main character of digital work culture, does provide flexibility for workers in managing their time and place of work, but at the same time has the potential to blur the boundaries between work time and personal life. The availability of communication devices that are always connected to the internet network allows workers to receive job instructions at any time without any clear time restrictions. This condition gives birth to a phenomenon *always connected*, which is a situation when workers are continuously in a state of readiness to work even though they are normatively outside working hours. If not balanced with adequate legal arrangements, such flexibility can reduce the effectiveness of protecting workers' rights to rest time, mental health, and work-life balance (*Work-life balance*) (Nuradi, 2019).

On the other hand, digital work culture also expands the scope of workers' obligations. In addition to carrying out work in accordance with the employment agreement, workers are required to have the ability to adapt to technological developments, maintain the security of company information, comply with ethical standards in the use of digital media, and continuously improve competencies through mastery of digital skills (*digital literacy*). These demands show that workers' obligations in the modern era are no longer limited to the physical performance of work, but also include professional responsibilities in managing the technology used during the employment relationship. Thus, digital transformation has indirectly expanded the dimension of workers' obligations as part of improving the quality of human resources in the face of global competition.

Work culture transformation also affects the implementation of employer obligations. The company is no longer only responsible for providing a physically safe work environment, but must also ensure the security of information systems, the protection of workers' personal data,

the provision of adequate digital infrastructure, and creating a work system that is able to maintain the physical and psychological health of workers. In addition, the use of digital technology in performance supervision must be carried out based on the principles of transparency, proportionality, and respect for workers' privacy rights. Excessive surveillance through digital devices has the potential to be contrary to the principle of human rights protection if it does not have a clear legal basis and a proportionate purpose (Triyani & Tarina, 2021).

In the context of modern industrial relations, digital work culture ultimately shifts the concept of balance of rights and obligations that has been the basis of labor relations. The flexibility given to workers must be balanced with increased professional responsibility in carrying out work, while the convenience obtained by companies through digitalization must be accompanied by increased responsibility in providing protection for workers' rights. Healthy working relationships are no longer built through repressive supervision, but through trust, accountability, transparency, and responsible use of technology in accordance with the principles of harmonious industrial relations.

These changes show that digital work culture has actually formed a new paradigm in labor law. Regulations are no longer enough to regulate working relationships that take place in a conventional company environment, but must also be able to provide legal certainty for various technology-based work models that continue to develop. Therefore, labor law is required to accommodate the transformation of digital work culture through arrangements that are adaptive to technological innovation without reducing the protection of workers' rights and certainty regarding the obligations of the parties. Thus, the transformation of digital work culture is not only a social and economic phenomenon, but also an important indicator for the development of labor laws that are responsive to the dynamics of industrial relations in the modern era.

D. Adjustment of Labor Law in Realizing a Balance of Rights and Obligations in the Modern Era

The development of digital technology, changes in business models, and the birth of increasingly flexible forms of employment show that employment law can no longer be understood as a set of static norms. As part of the law that

regulates social and economic relations, labor law must have the ability to adapt to changes in the character of employment relations without losing its main function as an instrument of legal protection and a creator of certainty in industrial relations. Thus, the adjustment of labor law in the modern era is not just a change to the substance of laws and regulations, but an effort to ensure that legal norms remain relevant in regulating employment relations that continue to undergo transformation (Triyani & Tarina, 2021).

The presence of Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law is a form of state response to these changes. This regulation seeks to adapt the employment system to the needs of increased investment, job creation, and increasingly competitive global economic development. Various changes regarding employment agreements, working hours, wages, termination of employment, and the use of labor indicate a shift in the orientation of labor law towards a system that is more adaptive to the needs of the business world. However, the flexibility afforded to employers cannot be interpreted as a reduction in the protection of workers' rights, but must be positioned as an instrument to create a balance of interests in industrial relations (Munawar et al., 2021).

One form of adjustment seen in modern labor law regulations is the increasingly open space for companies to regulate working hours through work agreements, company regulations, and collective bargaining agreements according to the characteristics of their business activities. The arrangement provides flexibility for companies to manage human resources more effectively, especially in business sectors that require continuous or service-based operations. However, this flexibility must still be limited by the principle of protection of workers' rights so that the regulation of working time does not develop into a form of exploitation that is contrary to the purpose of labor law. Therefore, a balance between the company's operational needs and the protection of workers should be the basis in any working time management policy.

The transformation of digital work culture also shows the need for clearer regulation of the boundaries of employment relationships outside of normal working hours. The use of communication technology that allows workers to be contacted at all times has blurred the

boundaries between work time and personal life. In modern industrial relations practice, these conditions have the potential to cause an increase in workload, mental fatigue, and a decrease in the quality of life of workers if not balanced with adequate legal protection. Therefore, the concept of *Right to Disconnect* is one of the relevant employment law developments to be considered as part of the protection of workers' rights in the digital work environment. This right in principle provides a guarantee that workers have the right not to respond to work communication outside of working hours without facing consequences that are detrimental to their employment relationship. This kind of arrangement is not intended to limit the interests of the company, but to create a balance between work productivity and protection of workers' physical and mental health (Pratami et al., 2023).

In addition to changes in work patterns, the development of the digital economy has also given birth to new forms of employment relationships that have not yet fully obtained legal certainty, namely digital platform-based employment relationships or *The Gig Economy*. This employment relationship model develops through the use of digital applications that bring together service providers and service users without building a working relationship as known in the conventional employment concept. Juridically, the relationship is more constructed as a partnership relationship so that digital platform workers do not obtain various normative rights like workers who are bound by employment relationships under the Labor Law. This condition raises issues regarding the certainty of legal status, social security protection, job safety, decent income, and dispute resolution mechanisms in the event of a conflict between digital platforms and workers (OCTA, 2023).

These problems show that the development of modern employment relations moves faster than the development of regulations that regulate them. The regulatory vacuum for workers based on digital platforms has the potential to create legal uncertainty for all parties. On the one hand, companies need flexibility in developing digital business models to be able to compete in the midst of global economic developments. On the other hand, workers still need legal protection of the basic rights inherent in everyone who does work to earn a decent living. Therefore, employment law needs to develop a more adaptive approach to new forms of employment

relations without having to impose all the characteristics of conventional employment relationships into a digital economy system that has different characteristics.

Adjustments to labor law must also be directed at strengthening certainty regarding the rights and obligations of the parties in modern industrial relations. Protection of workers is not only realized through the provision of normative rights, but also through clarity regarding the employer's responsibilities in the use of digital technology, the protection of workers' personal data, the provision of a physically and digitally safe work environment, and the provision of opportunities to improve competence according to technological developments. On the other hand, workers are also required to carry out their obligations professionally through increasing digital literacy, compliance with technology use ethics, protection of company information confidentiality, and adaptability to changes in working methods that continue to evolve. Thus, the balance of industrial relations in the modern era is no longer built through the dominance of one party, but through the proportional division of rights and obligations according to the development of the world of work.

Furthermore, the effectiveness of labor law in the modern era is not only determined by the number of regulations that are formed, but also by the ability of legal norms to provide certainty, utility, and justice at the same time. Legal certainty is needed so that workers and employers clearly understand the limits of their rights and obligations. Benefits are needed so that regulations can support productivity, innovation, and competitiveness in the business world. Meanwhile, fairness is a fundamental principle that ensures that the flexibility of employment relations does not eliminate the protection of workers' rights or hinder the interests of companies in developing their businesses. These three values must be placed in a balanced manner so that labor law is able to answer the challenges of industrial relations in the digital era.

Based on this description, the adjustment of labor law in the modern era is an unavoidable necessity as a consequence of changes in the structure of employment relations due to digital transformation. These adjustments must be directed at the establishment of a legal system that is adaptive to technological developments, able to provide protection for workers' rights, while ensuring the certainty of the

implementation of the obligations of the parties in industrial relations. Thus, labor law not only functions as an instrument for controlling labor relations, but also serves as a foundation for the creation of productive, fair, adaptive, and sustainable industrial relations in the face of modern economic dynamics.

IV. CONCLUSIONS AND SUGGESTIONS

A. Conclusion

Digital transformation has fundamentally changed the character of industrial relations so that labor law is required to be able to adapt to changes in work patterns, technological developments, and the emergence of new labor relations models. The shift from a conventional work system to a flexible, digital-based, and productivity-oriented work system not only affects the implementation of workers' rights, but also expands the obligations of workers and employers in modern labor relations. In this context, Law Number 6 of 2023 has shown efforts to adjust to the dynamics of the world of work, but there are still various challenges, especially related to flexible work arrangements, worker protection based on digital platforms (*gig economy*), limits on communication outside working hours, and legal certainty regarding the rights and obligations of the parties. Therefore, the transformation of labor law is not enough to be realized through regulatory changes alone, but must be directed at the formation of an adaptive legal system, able to accommodate technological developments, and maintain a balance between the protection of workers' rights and the certainty of obligations in industrial relations. This balance is the main prerequisite for the creation of fair, productive, sustainable working relationships, and able to support national competitiveness in the modern era.

B. Suggestions

The government needs to improve labor law arrangements that specifically accommodate the development of digital labor relations, including regulations regarding digital platform-based workers, protection of the right to disconnect, and certainty of rights and obligations in the flexible work system, so as to create industrial relations that are adaptive, fair, and provide legal certainty for workers and employers.

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