

KORESPONDENSI

Judul : The Legal Protection Of Atypical Workers In Industry 4.0

Jurnal : Malaysian Journal of Syariah and Law

Reputasi : Terindek Ebsco

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I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[mjsl] Submission Acknowledgement

3 messages

Prof. Dr. Abdul Samat Musa <samat@usim.edu.my>
To: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

Tue, Jan 7, 2020 at 8:01 AM

I Wayan Gde Wiryawan:

Thank you for submitting the manuscript, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0" to Malaysian Journal of Syariah and Law. With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: <http://mjsl.usim.edu.my/index.php/jurnalmjsl/authorDashboard/submission/220>

Username: gdewiryawan

If you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

Prof. Dr. Abdul Samat Musa

[Malaysian Journal of Syariah and Law](#)

gde wiryawan <gdewiryawan1976@gmail.com>
To: Dewi Bunga <bunga8287@gmail.com>

Tue, Jan 7, 2020 at 9:49 AM

[Quoted text hidden]

gde wiryawan <gdewiryawan1976@gmail.com>
To: Dewi Bunga <bunga8287@gmail.com>

Thu, Feb 6, 2020 at 11:03 AM

----- Pesan yang diteruskan -----

Dari: **Prof. Dr. Abdul Samat Musa** <samat@usim.edu.my>

Tanggal: Sel, 7 Jan 2020 pukul 08.01

Subjek: [mjsl] Submission Acknowledgement

Ke: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[Quoted text hidden]

Notifications

**[mjsl] Editor Decision**

2020-04-14 07:11 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

Kindly follow the journal format of reference.

MJSL FSU Editor

MJSL

mjsl.editorial@gmail.com

[Malaysian Journal of Syariah and Law](https://mjsl.usim.edu.my/index.php/jurnalmjsl/authorDashboard/submission/220)



I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[mjsl] Editor Decision

3 messages

MJSL FSU Editor <mjsl.editorial@gmail.com>

Tue, Apr 14, 2020 at 3:11 PM

To: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

Kindly follow the journal format of reference.

MJSL FSU Editor

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[Malaysian Journal of Syariah and Law](#)

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>

Tue, Apr 14, 2020 at 6:50 PM

To: Dewi Bunga <bunga8287@gmail.com>

----- Pesan yang diteruskan -----

Dari: **MJSL FSU Editor** <mjsl.editorial@gmail.com>

Tanggal: Sel, 14 Apr 2020 pukul 15.12

Subjek: [mjsl] Editor Decision

Ke: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[Quoted text hidden]

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>

Tue, Apr 14, 2020 at 6:54 PM

To: Dewi Bunga <bunga8287@gmail.com>

Notifications

**[mjsl] Editor Decision**

2020-04-17 02:38 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

References should be cited in the text as: (author, date). For Arabic manuscript references must be written in Roman script both; in text and list of references. For further formatting and referencing aid, please consult APA Publication Manual 6th Edition (www.apastyle.org).

Dr. Ahmad Syukran Baharuddin
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[Malaysian Journal of Syariah and Law](http://www.mjsl.usim.edu.my/index.php/jurnal/mjsl/authorDashboard/submission/220)



I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[mjsl] Editor Decision

2 messages

Dr. Ahmad Syukran Baharuddin <ahmadsyukran.baharuddin@gmail.com>
To: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

Fri, Apr 17, 2020 at 10:38 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

References should be cited in the text as: (author, date). For Arabic manuscript references must be written in Roman script both; in text and list of references. For further formatting and referencing aid, please consult APA Publication Manual 6th Edition (www.apastyle.org).

Dr. Ahmad Syukran Baharuddin
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[Malaysian Journal of Syariah and Law](#)

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>
To: Dewi Bunga <bunga8287@gmail.com>

Fri, Apr 17, 2020 at 2:46 PM

----- Pesan yang diteruskan -----

Dari: **Dr. Ahmad Syukran Baharuddin** <ahmadsyukran.baharuddin@gmail.com>

Tanggal: Jum, 17 Apr 2020 pukul 10.38

Subjek: [mjsl] Editor Decision

Ke: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[Quoted text hidden]

available will be eroded by robots. However, behind the loss of some jobs will also appear new jobs (Suryana Suryana, 2019). Emerging jobs give birth to freelancers. The trend of casual workers in Indonesia is inseparable from the digitalization and automation that occurred in the industry 4.0 era. Companies tend to do great efficiency, especially millennial works that welcome this with the works that can be done anywhere and at any time. Some companies in the creative industries will be more efficient and effective by using casual workers. In addition to work contracts that are not bound or related, the company will also be able to get the desired professional workers as needed at the time (Murti Ali Lingga, 2019). This type of worker is termed an atypical worker.

Atypical workers are workers who have unconventional employment relationships with their employers. The word non-conventional here refers to the absence of a long-term work contract, the provision of additional facilities, periodic leave, and other benefits that are usually obtained by typical workers. Changes in the form of relationships in the context of atypical workers are caused by the needs of new industries that are different from other conventional industries. For example, the rise of the creative industry in the past decade has led to the emergence of thousands of freelance designers in Indonesia. This freelance designer is the atypical workers. The existence of atypical workers is also marked by the number of workers who change their jobs from workers in the office with the working hours into online drivers.

Various theories suggest the existence of a negative relationship between the use of atypical employment contracts and productivity growth, arguing that firms' utilization of atypical contracts may reduce the incentive to innovate and internal training, inducing firms to follow a 'low-road' to competitiveness, based upon cost-cutting strategies (Bardazzi, Rossella, and Silvia Durantj, 2016). The new forms of atypical contracts increasingly diffused beside standard permanent full-time employment has been argued being detrimental for workers' mental health (Elena Pirani, 2017). As a consequence persons in atypical work forms are pushed out of social insurance schemes, even though they may accumulate over time a multitude of fixed/part-time work assignments, each of these assignments too little to be taken into account for social insurance purposes (Paul Schoukens & Alberto Barrio, 2017).

The employment relationship between the employer and the atypical worker is outside the context of the employment relationship referred to in the The Act of Republic of Indonesia No. 13 of 2003 concerning Employment (hereinafter referred to as the Employment Act). Atypical workers even work without a clear employment contract. This condition is a challenge in the labor sector in Indonesia in dealing with industry 4.0 in which there are no regulations protecting labor rights and regulating social partnerships in technology-based businesses.

Research on the existence of atypical workers in the fourth industrial revolution was written by Anggalih Bayu Muh. Kamim, M. Rusmul Khandiq, namely "Gojek and Digital Work: Vulnerability and Illusion of Welfare Experienced by Driver Partners in Digital Platform Based Work." Gojek is one type of atypical work. The results of the study illustrate that digital work driven through applications shows that there is a gamification process that positions the driver's partner in vulnerable conditions. The practice of gamification causes the driver partners to become dependent on ratings and complaints given through the application. Assessment through the application causes the driver partners are forced to have to follow the instructions of the application. Secondly, the welfare promised by the Gojek business system in fact caused the driver partners to be trapped in unnatural working hours, lack of social security, and gaps in information acquisition. The illusion of well-being arises because the driver's partners do not have access to the same information as the application company, so they are forced to follow directions from the platform (Anggalih Bayu Muh Kamim, & M. Rusmul Khandiq, 2019).

Hanifah Amalia Diamantina and Sartika Putri wrote a study entitled "Legal Protection for the Safety and Security of Online Ojek Drivers for the Interest of the Community." This research shows that in the protection of online ojek, there are no laws or regulations that specifically address the issue of online ojek drivers. The purpose of this study is to determine the legal protection of online motorcycle riders. The government issued a new policy through Minister of Transportation Regulation No. 12 of 2019 concerning Protection of Safety of Motorcycle Users which is used for the benefit of the public (Hanifah Sartika Putri & Amalia Diamantina, 2019).



I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[mjsl] Editor Decision

2 messages

Dr. Ahmad Syukran Baharuddin <ahmadsyukran.baharuddin@gmail.com>
To: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

Fri, May 1, 2020 at 10:07 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is: Revisions Required

References should be cited in the text as: (author, date). For Arabic manuscript references must be written in Roman script both; in text and list of references. For further formatting and referencing aid, please consult APA Publication Manual 6th Edition (www.apastyle.org).

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[Malaysian Journal of Syariah and Law](#)

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>
To: Dewi Bunga <bunga8287@gmail.com>

Fri, May 1, 2020 at 11:36 AM

----- Pesan yang diteruskan -----

Dari: **Dr. Ahmad Syukran Baharuddin** <ahmadsyukran.baharuddin@gmail.com>

Tanggal: Jum, 1 Mei 2020 pukul 10.07

Subjek: [mjsl] Editor Decision

Ke: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

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Notifications

**[mjsl] Editor Decision**

2020-05-15 03:17 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

This article does not follow our journal format. Kindly follow the format especially in writing the references and in text citation. Please download the template from our website.

Dr. Ahmad Syukran Baharuddin
Faculty of Syariah and Law, USIM
ahmadsyukran.baharuddin@gmail.com

[Malaysian Journal of Syariah and Law](https://mjsl.usim.edu.my/index.php/jurnalmjsl/authorDashboard/submission/220)



I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

[mjsl] Editor Decision

3 messages

Dr. Ahmad Syukran Baharuddin <ahmadsyukran.baharuddin@gmail.com>
To: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>

Fri, May 15, 2020 at 11:17 AM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Resubmit for Review

This article does not follow our journal format. Kindly follow the format especially in writing the references and in text citation. Please download the template from our website.

Dr. Ahmad Syukran Baharuddin
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[Malaysian Journal of Syariah and Law](#)

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>
To: Dewi Bunga <bunga8287@gmail.com>

Fri, May 15, 2020 at 11:21 AM

----- Pesan yang diteruskan -----
Dari: **Dr. Ahmad Syukran Baharuddin** <ahmadsyukran.baharuddin@gmail.com>
Tanggal: Jum, 15 Mei 2020 pukul 11.17
Subjek: [mjsl] Editor Decision
Ke: I Wayan Gde Wiryawan <gdewiryawan1976@gmail.com>
[Quoted text hidden]

Dr I Wayan Gde Wiryawan, SH.,MH <gdewiryawan1976@gmail.com>
To: "Dr. Ahmad Syukran Baharuddin" <ahmadsyukran.baharuddin@gmail.com>

Tue, May 19, 2020 at 6:42 PM

Dear Dr. Ahmad Syukran Baharuddin

I have revised the manuscript based on the templates available on the website as attached. Please provide instructions if there are errors in writing the references and in the text citation. Thank you

Best regards
I Wayan Gde Wiryawan
Dewi Bunga

[Quoted text hidden]

2 attachments



220-Article Text-659-1-2-20200107.docx

283K



MJSL-TEMPLATE-ENGLISH (updated).docx

266K

Notifications

**[mjsl] Editor Decision**

2020-12-01 09:43 PM

I Wayan Gde Wiryawan:

We have reached a decision regarding your submission to Malaysian Journal of Syariah and Law, "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0".

Our decision is to: Accept Submission

Reviewer A:

Comments:

Abstract: Overall, the abstract is clear and highlight the article subject matter over the area of protection of atypical workers. However, since many of sources referred in the articles are materials in Indonesia, the author should stipulate clearly in the abstract over the scope and limitation of the article in order to avoid confusion for future readers. Does the article going to cover areas of protection of such workers in Indonesia only or not? If yes, then it would be strongly recommended for the author to change the title of the article to "THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0 IN INDONESIA"

Comments:

Abstract: Overall, the abstract is clear and highlight the article subject matter over the area of protection of atypical workers. However, since many of sources referred in the articles are materials in Indonesia, the author should stipulate clearly in the abstract over the scope and limitation of the article in order to avoid confusion for future readers. Does the article going to cover areas of protection of such workers in Indonesia only or not? If yes, then it would be strongly recommended for the author to change the title of the article to “THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0 IN INDONESIA”

Introduction. Overall, this part is satisfactorily.

Methodology: Overall, this part is satisfactorily.

The position of employers and workers in atypical work relations: Overall, this part is satisfactorily.

The legal protection for atypical workers in the industry 4.0 in the future: Overall, this part is satisfactorily.

Conclusion: The author need to explain more in this part about the steps which he/she intend to proposed in order to improve any existing weaknesses over the issue concerning protection of atypical workers in Indonesia in order to strengthen the article.

Overall comments: Accept with minor correction.



220 / Wiryawan et al. / THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0

Library

Submissions

Workflow

Publication

Status: **Published** Version: 199 **All Versions**

This version has been published and can not be edited.

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English

Contributors

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References

Galley

Prefix

Examples: A, The



Title



THE LEGAL PROTECTION OF ATYPICAL WORKERS IN INDUSTRY 4.0

Subtitle



without the existence of a long-term work contract, the provision of additional facilities, salaries and pensions, or other benefits that are usually obtained by typical workers. The atypical worker relationship is outside the context of the employment relationship as referred to in Law No.13 of 2003 on Employment. This study discussed about 1) What is the position of employers and workers in atypical work relations? 2) What is the legal protection for atypical workers in the Industry 4.0 in the future? This research is a normative legal research that examines

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