

**LEGAL PROTECTION FOR APP-BASED DIGITAL ECONOMY WORKERS
UNDER AN OUTSOURCING SYSTEM
(A CASE STUDY OF SHOPEE EXPRESS COURIERS WITH PARTNERSHIP STATUS)**



UNDERGRADUATE THESIS

Submitted for the Preparation of an Undergraduate Thesis in the Law Study Program,
Faculty of Law, Universitas Pembangunan Nasional “Veteran” Jawa Timur

SUBMITTED BY:

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**To
FACULTY OF LAW
UNIVERSITAS PEMBANGUNAN NASIONAL “VETERAN” JAWA TIMUR
SURABAYA
June 2026**

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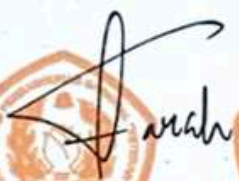
UNDERGRADUATE THESIS APPROVAL PAGE

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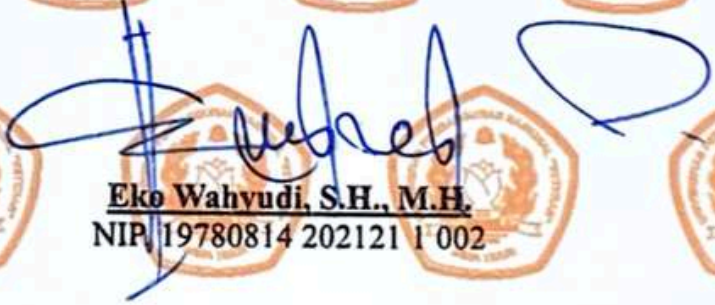
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STATEMENT OF PLAGIARISM-FREE WORK

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Stating that in this scientific document this Thesis there is no part of other scientific works that have been submitted to obtain an academic degree in a Higher Education institution, and also there are no works or opinions that have ever been written or published by other people/institutions, except those that are cited in writing in this document and mentioned in full in the bibliography. And I declare that this scientific document is free from elements of plagiarism. If in the future indications of plagiarism are found in this Thesis, I am willing to accept sanctions in accordance with the applicable laws and regulations. Thus, I made this statement actually without any coercion from anyone and to be used as it should.

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This Undergraduate Thesis was prepared by the author to fulfill the requirements for obtaining the Bachelor of Laws degree in the Undergraduate Law Study Program, Faculty of Law, Universitas Pembangunan Nasional “Veteran” Jawa Timur. This Undergraduate Thesis also aims to broaden the insight of both readers and the author regarding legal protection for app-based digital economy workers through an outsourcing system under partnership status. The author realizes that this Undergraduate Thesis was completed with the assistance, guidance, direction, and prayers of various parties. Therefore, the author would like to express gratitude to:

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The writing of this Undergraduate Thesis is not free from mistakes. Therefore, the author is open to all constructive criticism and suggestions. The author hopes that this Undergraduate Thesis may be useful and provide knowledge for readers, the academic community, and also the author personally.

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LEGAL PROTECTION FOR APP-BASED DIGITAL ECONOMY WORKERS UNDER AN OUTSOURCING SYSTEM (A CASE STUDY OF SHOPEE EXPRESS COURIERS WITH PARTNERSHIP STATUS)

Abstract

The development of an application-based digital economy has changed the pattern of employment relations, including courier work carried out through application systems and outsourcing arrangements. A legal issue arises when Shopee Express couriers are still placed under partnership status, while their work practice shows attachment to the company's operational system. This study aims to analyze the legal relationship between Shopee Express couriers, labor service provider companies, and the Shopee Express application company within an outsourcing system, as well as to analyze the legal responsibilities of each party in providing legal protection for couriers. This research uses normative legal research with statutory and conceptual approaches. Legal materials are analyzed qualitatively to assess the relationship between partnership status, outsourcing, and labor law protection. The results show that the courier's legal relationship cannot be determined solely by the label of partnership, but must be examined through the elements of work, wage or compensation, and command. Couriers who work through an application system, depend on work access, and are integrated into Shopee Express operations are more appropriately understood as application-based digital economy workers within an outsourcing system. The labor service provider company is directly responsible for legal certainty in employment relations, written agreements, wages, social security, occupational safety, and rights upon the termination of work relations. Shopee Express is responsible for ensuring that the outsourcing company fulfills courier protection and that the application system does not create legal uncertainty.

Keywords: Legal Protection; Digital Workers; Outsourcing; Partnership; Shopee Express Couriers.

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