

An Analysis of Workers' Right to Disconnect Outside Working Hours in Relation to Workers' Mental Health: A Comparative Study of Indonesia and France

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Abstract

The purpose of this study is to analyze the regulation of the right to disconnect in France as an instrument for protecting workers' mental health and to identify the urgency of its regulation for workers in Indonesia. This study uses a normative legal method with statutory, comparative, and conceptual approaches through the examination of primary, secondary, and tertiary legal materials related to labor law, occupational safety and health, and the protection of workers' rights in the digital era. The findings show that France has explicitly regulated the right to disconnect in the Code du Travail as a form of protection for workers' rest time, private life, and mental health. Meanwhile, Indonesia does not yet have an explicit regulation that recognizes workers' right to refuse work or communication outside working hours, so protection against psychosocial risks such as stress, work exhaustion, and burnout has not been fully guaranteed. The recommendation from this study is the need to establish a specific regulation on the right to disconnect in Indonesia as part of labor law reform, while maintaining a balanced consideration of both workers' and employers' interests.

Keywords : *Right to Disconnect; Workers' Mental Health; Legal Protection; Labor Law; Indonesia; France.*

INTRODUCTION

Occupational Safety and Health (K3) is a fundamental aspect in creating a safe, healthy, and productive work environment. Based on Article 1 paragraph (1) of Government Regulation Number 50 of 2012 concerning the Implementation of the Occupational Safety and Health Management System (SMK3), K3 covers all efforts to ensure and protect the safety and health of workers through the prevention of occupational accidents and occupational diseases. The current concept of K3 is not only limited to physical and mechanical risks, but also includes psychological risks due to changes in work patterns, including the increasing demands of digital connectivity and unlimited working hours (Andrison, 2025). This shows that the protection of K3 needs to adapt to technological developments and changes in the characteristics of the modern world of work.

Psychological risks in the work environment have become an important part of the protection of K3 as affirmed in Article 3 paragraph (1) letter (h) of Law Number 1 of 1970 concerning Occupational Safety which includes the prevention of occupational diseases, both physical and psychological. This principle is also in line with the International Labour Organization (ILO) Convention Number 155 of 1981 which requires the state to form national

policies to prevent health problems arising from work (International Labour Organization, 1981). In the context of work digitalization, the increasing demand to always be connected (*always-on culture*) has the potential to cause various mental health problems, such as work stress, digital *fatigue*, and *burnout* (Mutafarida, 2025).

Mental health problems due to excessive work patterns are increasingly evident from the World Health Organization (WHO) and ILO reports which state that long working hours, which are more than 55 hours per week, contribute to an increased risk of heart disease and stroke and cause 745,000 global deaths in 2016 (Pega et al., 2021). The WHO and ILO also affirm that excessive working hours are one of the biggest occupational risk factors for the global burden of disease (World Health Organization, 2021). In Indonesia, the increase in workload is also a concern, shown by the PwC Indonesia Hopes and Fears 2024 survey which states that 46% of workers have experienced an increase in workload in the past year (PwC Indonesia, 2024). This condition shows that there is an imbalance between work demands and workers' rest time, so legal protection is needed that is able to guarantee workers' rights not to always be connected to work outside working hours.

Employment regulations in Indonesia currently still focus on the formal work time limit as stipulated in Article 77 of Law Number 13 of 2003 concerning Manpower, which is 40 hours of work per week with certain provisions. However, the regulation does not specifically regulate the right of workers to refuse work or work communication outside of working hours (*right to disconnect*). Although Law Number 6 of 2023 concerning Job Creation has made changes to labor regulations, there are no explicit provisions regarding the protection of workers' rights to terminate digital employment relationships. This condition causes a legal gap in dealing with the digital work phenomenon that increasingly blurs the boundaries between work time and personal time (Rao, 2025).

Unlike Indonesia, France has regulated the *right to disconnect* through the *Code du travail* which gives workers the right to disconnect from digital devices outside of working hours and requires companies to establish a mechanism to regulate the use of digital technology (Guleria & Singh, 2024). The regulation shows that worker protection is not only oriented towards fulfilling working hours, but also on preventing psychological risks due to excessive work interconnectedness. In its application, the *right to disconnect* is a preventive instrument to maintain *work-life balance*, reduce the risk of stress, and support the protection of workers' mental health.

Based on these conditions, there is a gap between the need for worker protection in the digital era and Indonesian labor regulations that have not accommodated the right to refuse work outside working hours. The phenomenon of increasing workload and *burnout* of Indonesian workers shows that mental health aspects in K3 still need further attention (Hasibuan, 2025; Prison, 2025). In addition, the case of extreme work pressure that led to the death of a Bank Indonesia employee as reported by Tempo shows the importance of strengthening psychological protection for workers (Ginanjari, 2025). Therefore, this study aims to analyze the regulation of the *right to disconnect* from the perspective of the protection of workers' mental health through a comparative study between Indonesia and France to identify weaknesses in national regulations and provide recommendations for strengthening labor laws that are more responsive to technological developments.

METHODS

This research uses normative legal research methods, which are research that focuses on the study of legal norms through the analysis of laws and regulations, principles, principles, theories, and legal doctrines. This method is used to assess the adequacy of Indonesian labor law regulations in providing protection for workers' right to refuse work outside working hours

(*right to disconnect*). The selection of this method is based on the existence of a gap in norms related to the regulation of digital-based work communication outside of working hours, especially in relation to occupational safety and health (K3) protection and workers' mental health in the digital era.

This research uses three legal approaches, namely the statute *approach*, the *comparative approach*, and the *conceptual approach*. The legislative approach is carried out by reviewing various regulations related to employment, K3, and worker protection, including Law Number 1 of 1970 concerning Occupational Safety, Law Number 13 of 2003 concerning Manpower, Law Number 6 of 2023 concerning Job Creation, Government Regulation Number 50 of 2012 concerning the Implementation of SMK3, ILO Convention Number 155 of 1981, *Code du Travail* France, and the Universal Declaration of Human Rights (UDHR) of 1948. A comparative approach is used to compare the regulation of *the right to disconnect* in the Indonesian and French legal systems to identify differences, similarities, and opportunities to strengthen national regulations. Meanwhile, a conceptual approach is used to analyze the concepts of *the right to disconnect*, K3 protection, and workers' mental health based on developed legal theories, principles, and doctrines.

The legal materials used in this study consist of primary, secondary, and tertiary legal materials. Primary legal material is in the form of laws and regulations that are directly related to research issues, namely national regulations on occupational safety, employment, K3 management systems, as well as international regulations and French labor laws regarding *the right to disconnect*. Secondary legal materials are obtained from law books, scientific journals, research results, articles, and other literature that provide explanations and analyses of primary legal materials. The tertiary legal materials are in the form of legal dictionaries, encyclopedias, bibliographies, and indexes that are used as support in understanding legal concepts and terms related to research.

The technique of collecting legal materials is carried out through library *research* by examining various legal sources that are relevant to the issue of *the right to disconnect* and the protection of workers' mental health. The collection of materials was carried out through studies of national and international laws and regulations, official documents, legal journals, academic literature, and online resources related to labor law, occupational safety and health, work digitalization, and the regulation of *the right to disconnect* in Indonesia and France.

The legal material analysis technique in this study uses a prescriptive analysis method, which is an analysis method that aims to provide legal arguments on the results of the normative study obtained. The analysis was carried out by assessing the extent to which Indonesian labor regulations have been able to accommodate *the right to disconnect* as a form of K3 protection, especially in the aspect of workers' mental health. Furthermore, the results of a comparative analysis with the regulation of *the right to disconnect* in the French *Code du Travail* are used as a basis for formulating normative recommendations regarding the direction of strengthening Indonesian labor regulations to be more responsive to technological developments and the need for worker protection in the digital era.

RESULTS AND DISCUSSION

Right To Disconnect Regulations In France As An Instrument To Protection Of Workers' Mental Health

The Concept and Legal Basis of the Right to Disconnect in French Employment Law

The development of digital technology has changed the pattern of working relationships through the use of communication devices that allow work to be done without space and time limits. This condition has created the phenomenon of *always-on culture*, which is the demand for workers to always be available and respond to work outside of official working hours. This

work pattern has the potential to cause psychological risks such as work stress, digital *fatigue*, *work-life balance* disorders, and *burnout syndrome* (Kandar et al., 2024; Maslach & Leiter, 2016). Therefore, regulations are needed that are able to provide protection for workers' mental health through the concept of *the right to disconnect* (Mustamin et al., 2022).

Right to disconnect is the right of workers not to be connected to work outside of working hours without negative consequences from the employer. This right is not only related to restricting the use of technology, but is also a form of protection for workers' rest time, personal life, and mental health. In the development of modern employment law, this concept emerged in response to changes in digital work patterns that caused the boundary between work and personal life to become increasingly unclear (Noval, 2022; Ardhany et al., 2023).

France is one of the countries that progressively regulates the concept through the labor law reform of the *Loi Travail* or *El Khomri Law* of 2016 which was then integrated into the *Code du Travail* through Article L2242-17 (Boring, 2017). This provision requires companies to regulate the mechanism for the use of digital devices in order to still respect rest time, leave, and personal and family life of workers. If an agreement is not reached between the company and the worker, the company is obliged to prepare an internal policy (*charter*) regarding the implementation of *the right to disconnect* and provide education related to the reasonable use of digital technology (Weber & Adăscăliței, 2023).

The arrangement shows that France not only recognizes the *right to disconnect* as an individual right of workers, but also as an obligation of companies in preventing psychological risks due to excessive digital connectivity. This concept is in line with the principle of protecting workers' rights to rest time and work-life balance as developed in international labor law (International Labour Organization, 1981). In addition, this regulation also shows the development of labor law that increasingly pays attention to the protection of the psychological aspects of workers, not only physical safety (Alifah & Kurniawan, 2024).

The *right to disconnect* arrangement in France is also related to the company's obligation to protect the physical and mental health of workers as stipulated in the *Code du Travail*. Protection of mental health is part of the occupational safety obligation because psychosocial risks due to excessive use of digital technology can cause mental distress, emotional exhaustion, and work-life balance disorders (Mustamin et al., 2022; Sahadewa & Durry, 2022). Thus, *the right to disconnect* is a preventive instrument to reduce psychological risks due to digital work patterns that do not have clear boundaries.

The concept of *the right to disconnect* in France shows a paradigm shift in modern labor law, from protection that previously focused on physical safety to the protection of workers' mental health. The regulation does not aim to limit the use of digital technology, but rather to ensure that its use is carried out proportionately and still respects workers' rights to rest time. Through this arrangement, France seeks to create healthier, balanced, and sustainable working relationships in the digital era (Weber & Adăscăliței, 2023).

Mechanism for Implementing the Right to Disconnect in French Companies

The application of *the right to disconnect* in France is not only in the form of normative recognition of workers' rights, but is also realized through concrete mechanisms in industrial relations. Based on Article L2242-17 of the *Code du Travail*, companies have an obligation to regulate the use of digital devices through a negotiation process with workers or trade unions. The arrangement aims to ensure respect for workers' rest time, leave, and personal life in a technology-based work environment.

The mechanism for implementing *the right to disconnect* is carried out through two main forms, namely collective *bargaining agreements* and internal company policies in the form of charters. Through joint negotiations, companies and workers can determine rules regarding the

use of digital communication devices outside of working hours. If an agreement is not reached, the company is still obliged to form an internal policy after consulting with workers' representatives. This shows that companies cannot ignore the obligation to implement the *right to disconnect*.

In practice, companies in France implement various policies to limit work communication outside of working hours, such as restrictions on sending e-mails, setting digital communication times, and disabling access to certain communications during breaks. The policy aims to reduce psychological pressure on workers so that they do not feel obliged to always check and respond to work outside of working hours.

In addition to technical restrictions, the implementation of *the right to disconnect* is also carried out through increasing awareness and training for workers and management regarding the reasonable use of digital technology. These efforts aim to build a work culture that respects the boundaries between work time and personal time. Thus, mental health protection does not only depend on written rules, but also on changes in organizational culture in the use of communication technology.

Although there is a clear legal basis, the effectiveness of the implementation of *the right to disconnect* still depends on company compliance and worker awareness. The existence of internal policies needs to be supported by consistent supervision and implementation in order to be able to prevent psychological risks such as stress, emotional exhaustion, and *burnout*. Under certain conditions, work outside working hours can still be carried out if it is urgent or necessary for the company's operational interests, but its implementation must be carried out proportionately and still respect the workers' rights to rest time.

The implementation of the *right to disconnect* in French companies shows that the protection of workers in the digital era is not enough just through the regulation of formal working hours, but also requires restrictions on the use of work communication technology. Through a combination of legal obligations, company policies, and a healthy work culture, *the right to disconnect* becomes an instrument of preventive protection against psychological risks and supports the creation of a work-life balance between workers' work and personal lives.

The Urgency of Regulating *Right to Disconnect* for Workers in Indonesia to Ensure Mental Health

Weaknesses of Indonesia's Labor Law Regulations in Protecting Workers' Rest Rights

The right to rest is an important part of the protection of labor law because it relates to the health, safety, and welfare of workers. The development of digital technology has changed the pattern of work relationships so that work activities can be carried out without space and time limits through digital communication devices. This condition causes the boundary between working time and rest time to be increasingly unclear because workers still receive instructions, messages, and work communications outside of official working hours.

The regulation of working hours in Indonesia has basically been regulated through Law Number 13 of 2003 concerning Manpower as amended through Law Number 6 of 2023 concerning Job Creation. Article 77 regulates the limit of working hours, namely 7 hours a day and 40 hours a week for 6 working days or 8 hours a day and 40 hours a week for 5 working days. However, the regulation still focuses on restricting formal working hours and has not specifically regulated work communication through digital devices outside of working hours.

The absence of regulations on the right to disconnect shows that there is a gap in norms in Indonesian labor law. Workers do not yet have the explicit right to refuse work communication after working hours end so they often feel obliged to respond to work messages or instructions due to the demands of professionalism and loyalty. This condition causes workers' rest time to be disrupted and increases the risk of mental health disorders.

The protection of workers' mental health has actually been recognized in Law Number 1 of 1970 concerning Occupational Safety which includes the prevention of physical and psychological occupational diseases. However, the implementation is still more oriented towards physical safety, while psychological risks due to digital work patterns such as work stress, digital fatigue, sleep disorders, and burnout have not been comprehensively regulated.

In addition to the weak regulation of substance, the mechanism for monitoring and sanctioning violations of workers' right to rest is also still limited. Digital and remote working systems cause workers to often do additional work outside of working hours without a clear overtime calculation. Unlike France, which has recognized the right to disconnect through the Code du Travail, Indonesia does not yet have a special regulation that provides protection for workers' right to disconnect from work outside working hours.

This condition shows that Indonesian labor law still uses a conventional work paradigm that has not fully adapted to the development of digital technology. Therefore, legal reform is needed that not only regulates the duration of work, but also protects the quality of workers' rest time through the recognition of the right to disconnect.

Comparisons between Indonesia and France show that France has more specific arrangements in place to protect workers from the impact of digital connectivity. Indonesia still emphasizes protection on working hours and overtime, while France has set limits on digital communication, the obligation of companies to make internal policies, and the protection of workers' personal lives.

Administrative workers are one of the most vulnerable groups to disruption of the right to rest due to the development of digital technology. Despite having formal work limits, administrative workers often receive messages, instructions, and job requests through digital devices outside of working hours. This condition shows the need for regulations that are able to provide legal certainty on the limits of work communication and the protection of the mental health of administrative workers.

Table 1. Differences in the Protection of Workers' Right to Rest in Indonesia and France

Comparative Aspects	Indonesia	France
Legal basis	PP 35/2021 regulates working hours, rest times, and overtime.	<i>Code du travail</i> Articles L2242-17, Articles L1222-9 to L1222-11, and jurisprudence (<i>Decisions of the Court of Cassation</i> 2004 & 2018).
Forms of Protection	Protection is still in the form of limits on working hours, weekly breaks, and overtime.	The obligation to stop interfering with the personal life of the worker (Article L2242-17 of the <i>Code du travail</i>).
Norm focus	Guarantee the right to rest in general.	Prioritize annual negotiations to determine work and personal time limits (Article L2242-17).
Digital work communication	It has not been strictly regulated.	Employees are not required to receive

outside of working hours		calls/emails during breaks; telework arrangements must specify when employees can be contacted (Article L1222-9).
Relevance to mental health	It is still indirect and spread in K3/psychological norms.	Expressly guarantee the "right of employees to rest" according to the guidelines of the Ministry of Manpower.
Workers' Right to Refuse Employment	It has not been explicitly acknowledged, hampered by a culture of "hesitation" and the demands of loyalty.	Workers have the right to refuse, and failure to answer the phone outside working hours is not a valid ground for dismissal (Judgment of the Court of Cassation of 17 February 2004).
Sanctions	There are no definite sanctions for companies that violate the digital break deadline for workers.	Employees are entitled to additional wages if they are asked to receive a call to work outside official hours (2018 Court of Cassation Decision).
Supervision from the Government	The labor supervisory apparatus is considered to be still lacking or weak in supervising this digital intrusion.	Active and concrete through 3 instruments: 1) Official guidelines of the Ministry (derivatives of Articles L1222-9 to L1222-11 of the <i>Code du travail</i>); 2) Audit of the company's annual negotiation obligations (Article L2242-17 of the <i>Labor Code</i>); 3) Enforcement of compensation sanctions and prohibition of layoffs (Jurisprudence of the Court of Cassation 2004 & 2018).
Worker Specifications	The most affected are administrative workers and digital workers in the formal sector.	Applies to employees in general, including remote workers (Articles L1222-9 to L1222-11), to partial unemployment schemes for those who are unable to do so (Articles L5122-1 to L5122-5).

Company Specifications	Companies in general that use gadgets/digital to delegate work instructions.	The Company is obliged to negotiate arrangements in accordance with the needs and field of work of its entity (Article L2242-17).
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The regulation of the right to *disconnect* in Indonesia is still general through provisions regarding working time, rest time, and overtime in labor regulations. In contrast to France, which has specifically regulated these rights in the *Code du travail*, so workers have a clear legal basis not to be connected to work outside working hours. This shows that French regulations are more responsive to changes in digital work patterns, while Indonesia has not specifically regulated the impact of digital connectivity on employment relations.

Worker protection in Indonesia still focuses on quantitative aspects in the form of work time limits and the right to rest, but does not include work interruptions through digital devices after working hours end. In contrast, France provides broader protections by ensuring workers have room to recover from the demands of work, including maintaining a work-life balance and preventing psychological risks such as stress and *burnout*. Thus, the concept of *the right to disconnect* in France not only protects rest time, but also the quality of workers' rest.

In the context of digital work communication, Indonesia does not yet have a specific rule that gives workers the right to refuse messages, emails, or work instructions outside of working hours. This condition causes the boundary between work time and personal time to become increasingly blurred. Meanwhile, France has made the use of digital devices part of the employment arrangements, by requiring companies to devise mechanisms so that workers can still enjoy rest time without the pressure of staying connected.

One of the groups of workers who are vulnerable to the impact of digital connectivity is formal sector workers, especially administrative workers. Digitization allows work communication to take place via phone, email, and instant chat apps outside of official business hours. Administrative workers often receive instructions or job requests at night, weekend, or during holidays, so there is pressure to always respond because concerns are considered unprofessional or disloyal.

In addition, the cross-regional work system and coordination with external parties make it easier for administrative workers to connect with work outside of normal working hours. However, Indonesia's labor law has not provided special protection against the demands of digital connectivity. This condition shows that Indonesian regulations are still oriented towards conventional work patterns, while the character of digital work requires a more adaptive legal approach to protect workers' right to rest, mental health, and work-life balance.

Psychological Risks of Workers in the Digital Era Due to the Absence of *Right to Disconnect Regulations* in Indonesia

The digitalization of the world of work provides convenience in the implementation of work, but also creates the phenomenon of always-on culture, which is a condition when workers are required to always be available and responsive to work through digital devices. This condition causes the boundaries between work and personal life to become increasingly blurred and increase the psychological risk of workers.

Psychological risks due to digital work patterns include work stress, anxiety, emotional fatigue, sleep disorders, digital fatigue, and burnout syndrome. The pressure to stay connected to work causes workers to miss out on the opportunity to obtain optimal mental recovery.

This phenomenon can be explained through the theory of burnout syndrome put forward by Maslach and Leiter, which is a condition caused by chronic work stress consisting of three main dimensions: emotional exhaustion, cynicism, and decreased self-efficacy (ineffectiveness). In the context of digital work, the demand to constantly respond to work can cause workers to experience emotional exhaustion which then has an impact on decreased motivation and work productivity.

Although Indonesia has recognized the protection of mental health through the Occupational Safety Law, there are no specific provisions regarding the right of workers to disconnect from work. As a result, workers still have the potential to receive work communications at night, weekends, or leave without clear legal protection.

One of the main impacts of the absence of the right to disconnect is increased work stress. Workers face not only the burden of formal work, but also the pressure to constantly check messages, emails, and work instructions through digital devices. In addition, the continuous use of technology also causes digital fatigue which is characterized by decreased concentration, mental fatigue, and emotional disturbances.

This risk can develop into burnout syndrome. The World Health Organization (WHO) defines burnout as a syndrome due to chronic stress in the workplace that is not managed properly. This condition is characterized by emotional fatigue, negative attitudes towards work, and decreased work effectiveness.

The high risk of burnout indicates that digital work patterns require more adaptive legal protection. The provisions regarding working time in Article 77 of the Manpower Law have not been able to reach the issue of digital work communication outside of working hours. Therefore, the regulation of the right to disconnect is necessary to guarantee workers' rights to rest time and work-life balance.

In addition to impacting workers, psychological risks due to digital connectivity can also affect companies through decreased productivity, increased work errors, and reduced worker motivation. Thus, protecting workers' mental health is an important part of creating sustainable working relationships.

The Urgency of Establishing *Right to Disconnect* Regulations as Workers' Mental Health Protection in Indonesia

Changes in work patterns due to the development of digital technology show that Indonesia's labor arrangements need to adapt to the needs of modern labor relations. The use of digital devices allows work to be done at any time thereby increasing the risk of losing the boundary between work time and rest time. Therefore, the establishment of a right-to-disconnect regulation is important to provide legal protection for workers' mental health.

The urgency of this arrangement is increasingly seen in administrative workers who often receive work communications outside of working hours. Without clear rules, workers are under pressure to always respond to work because they are worried about being considered unprofessional or disloyal. This condition can cause prolonged stress and decrease the quality of workers' personal lives.

The regulation of the right to disconnect is also in line with the principles of occupational safety and health (K3). Article 3 paragraph (1) letter (h) of Law Number 1 of 1970 concerning Occupational Safety has recognized psychological risks as part of occupational diseases. Therefore, protection against mental health due to digital work pressure can be part of the development of a modern K3 system.

In addition, the increasing phenomenon of always-on culture shows the need for legal intervention so that work flexibility does not turn into a form of digital exploitation. Right-to-disconnect regulations are needed to regulate work communication limits, emergency

mechanisms, and workers' rights not to respond to work outside of working hours without obtaining sanctions.

From a comparative law perspective, France can be an example for Indonesia in building such regulations. Through the Code du Travail, France has regulated the obligation of companies to respect workers' rest time and regulate the use of digital devices so as not to interfere with workers' personal lives.

The establishment of the right to disconnect regulation is also related to the constitutional protection of workers as Article 28D paragraph (2) of the 1945 Constitution of the Republic of Indonesia which guarantees the right to receive fair and decent treatment in employment relations. These protections are not only related to wages, but also include the right to mental health and decent rest time.

In its application in Indonesia, the regulation of the right to disconnect can be carried out in stages through the Regulation of the Minister of Manpower as a technical rule. The regulation can regulate the company's obligation to make digital communication policies, labor relations deadlines, exceptions to urgent circumstances, and protection mechanisms for workers.

In addition to formal regulations, it is necessary to change work culture through education about the healthy use of technology. Companies need to understand that workers do not always have to be available outside of working hours, because rest time is part of the employee's rights as well as a factor that supports the company's productivity.

Thus, the establishment of a right-to-disconnect regulation in Indonesia is an important step to face the challenges of digital employment relations. These regulations are needed to prevent work stress, burnout, and work-life balance disorders and create healthier, humane, and sustainable industrial relations.

CONCLUSION

Based on the results of research on the analysis of *the right to disconnect* in relation to workers' mental health through a comparative study of Indonesia and France, it can be concluded that the regulation of *the right to disconnect* in France has become a form of legal protection for workers in the digital era. Through the *Code du Travail*, France regulates the obligation of companies to limit the use of digital devices in order to respect the rest time, leave, and personal life of workers. Thus, *the right to disconnect* is not only the right of individual workers, but also the obligation of the company in preventing psychological risks due to *an always-on* work culture and excessive digital connectivity.

Meanwhile, Indonesia still has a vacuum in norms in regulating workers' rights to refuse work or work communication outside of working hours through digital devices. Although labor regulations have regulated working hours, rest, overtime, and K3 protection, they have not specifically accommodated the challenges of digital work. This condition has the potential to increase the risk of workers' mental health disorders, such as work stress, digital fatigue, work-life imbalance, and *burnout*. Therefore, the regulation of *the right to disconnect* in Indonesia is needed as a form of labor law reform and strengthening the protection of K3, especially in ensuring the mental health of workers in the digital era.

SUGGESTION

Based on the results of the research, there are several suggestions that can be given. Workers and unions need to increase their understanding of the right to rest time, mental health, and protection against psychological risks due to digital work patterns. The role of trade unions is also needed in encouraging the implementation of clauses restricting work communication outside of working hours through collective bargaining agreements and company policies.

For employers or companies, it is necessary to implement a healthy digital work culture through internal policies that respect workers' rest time. Companies need to establish guidelines for work communication outside of working hours, limit non-urgent instruction, and provide education on the importance of work-life balance to prevent the risk of digital exploitation and mental health disorders of workers.

For the Ministry of Manpower, it is necessary to prepare special regulations regarding *the right to disconnect* as a form of labor law protection in the digital era. The regulation can regulate limits on work communication outside working hours, an exemption mechanism in urgent conditions, protection of workers from sanctions due to refusal of non-urgent work, and the obligation of companies to establish a reasonable and proportionate policy on the use of digital devices.

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