

## ABSTRACT

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### **ANALYSIS OF LEGAL PROTECTION OF WORKERS WHO ARE REQUIRED TO ANSWER WORK MESSAGES OUTSIDE OF WORKING HOURS DURING WORK FROM HOME**

(i–xiv + 113 pages; 2 table; 2 attachment)

When COVID-19 hit Indonesia, workers were asked to Work From Home. Workers tend to have trouble limiting working time and non-working time which in turn makes workers tend to overwork when working from home. Work from Home is carried out for quite a long time, so there are separate problems faced by workers to find balance in work dan life. Workers are indirectly forced to respond to work messages outside working hours by giving up the harmony of life and work. In this study, there are two formulations of the problem, 1. How to provide legal protection for workers who are required to answer work messages outside working hours during Work From Home? 2. What is the ideal arrangement in providing legal protection to workers who are required to respond to work messages outside working hours during Work From Home? The method used in this thesis is normative-empirical research with the category of Non-Judicial Case Study by prioritizing Secondary Data, namely Primary Legal Materials, Secondary Legal Materials, and Tertiary Legal Materials which are strengthened by Primary Data in the form of interviews with sources related to the research topic. From the results of the research, the researcher concludes that legal protection for workers who are required to answer work messages outside of working hours during Work From Home is through preventive legal protection and repressive legal protection, then for ideal arrangements, researcher obtain by observing the right to disconnect policies of other countries such as France, Spain, and Belgium which can protect workers' right to obtain harmony between work and personal life in the event of special circumstances such as when Work From Home workers are required to respond to work order messages outside of working hours which in Indonesia itself this matter has not been regulated, based on this matter, the right to disconnect according to the researcher can be implemented in Indonesia through collective labor agreement or company regulation or work agreement.

Keywords : Legal Protection, Work Messages, Work From Home

References : 81 (1945-2022)