

Maqāṣid al-Sharī‘ah and Algorithmic Justice in the Gig Economy: Integrating Fiqh al-Mu‘āmalah and AI Governance to Realize a Sustainable Inclusive Economy

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Abstract: The growth of the gig economy has expanded through opportunities provided by digital platforms that open wider access to work. On the other hand, the algorithmic system in managing labor raises issues of justice due to the lack of openness/transparency of algorithms, unfair distribution/allocation of tasks, and insufficient accountability in protecting the rights of digital workers. This study aims to analyze the issue of algorithmic justice within the gig economy ecosystem from the perspective of the objectives of Shariah (*maqāṣid al-sharī‘ah*) and *fiqh mu‘āmalah*. From this analysis, a framework is systematically integrated into Artificial Intelligence Governance (AI Governance) so that the economy can reach broader segments of society and realize a sustainable inclusive economy. This research is normative legal research with a conceptual and comparative approach, analyzed descriptively-analytically and prescriptively. The findings show that without transparency, adequate accountability systems, and sufficient mechanisms of responsibility, algorithmic practices in the digital space have the potential to create inequality/injustice in procedural, distributive, and corrective dimensions. Based on the perspective of *maqāṣid al-sharī‘ah*, the core foundation of algorithmic justice must be oriented toward the protection of wealth (*ḥifẓ al-māl*), namely the economic rights and welfare of workers; the protection of labor or social security of workers (*ḥifẓ al-nafs*); and the implementation of comprehensive justice (*al-‘adl*). This study offers a model of integration between *maqāṣid al-sharī‘ah*, *fiqh mu‘āmalah*, and AI Governance, grounded in principles of transparency, accountability, distributive justice, protection of economic rights, and public welfare (*maṣlahah*). This model can serve as a normative foundation for more just, inclusive, and sustainable digital platform governance in supporting the achievement of SDG 8 on decent work and sustainable economic growth. **Keywords:** *maqāṣid al-sharī‘ah*, algorithmic justice, gig economy, *fiqh mu‘āmalah*, AI governance.

Introduction

The shift in digital technology and the advancement of artificial intelligence (AI) systems have transformed the structure of the global labor market, marked by the emergence of the gig economy. This system connects service providers with clients or users through digital platforms or applications that serve as the primary intermediaries. The rapid expansion of this model is driven by work flexibility, efficient transactions, faster information exchange, and the potential to create new job opportunities beyond traditional formats. According to the *World Employment and Social Outlook 2021* report by the International Labour Organization (ILO), the number of digital labor platforms increased from approximately 142 in 2010 to more than 777 in 2020 (International Labour Organization, 2021). This growth reflects the gig economy’s role as a significant component of global digital economic transformation. In its development, gig work also contributes to the achievement of the Sustainable Development Goals (SDGs), particularly SDG 8, which emphasizes decent work and economic growth, both of which are influenced by new dynamics in global labor structures.

The rise of the gig economy in Indonesia is evident from the surge in the use of online services such as Gojek, Grab, ShopeeFood, Maxim, and various freelance marketplaces, which provide tangible alternatives for those seeking flexible working hours. These platforms gradually offer employment opportunities without requiring conventional work backgrounds. Many individuals of productive age choose this path as formal job opportunities become increasingly limited. However, alongside its contribution to digital economic growth, various challenges emerge, including worker protection, income uncertainty, and imbalances in the relationship between platforms and digital workers (Arif Novianto et.al., 2021). The advancement of the digital economy does not automatically guarantee the creation of fair and high-quality jobs. Although growth figures are rising, the reality of working conditions often falls short of expectations. In some cases, the expansion of the digital sector displaces traditional forms of employment without providing adequate protection. Such circumstances highlight disparities between economic outcomes and the distribution of benefits for workers.

Labor management in the gig economy often relies on algorithms as its core element. In practice, the distribution of tasks is determined by algorithmic decisions. Performance ratings are no longer entirely manual but are generated through automated scoring systems. Reward mechanisms, such as additional income or bonuses, emerge according to pre-programmed patterns. When violations are detected, access may be restricted, suspended, or deactivated without direct human intervention. This phenomenon is known as *algorithmic management*, namely the use of computer-programmed procedures to coordinate labor inputs within an organization and to regulate,

supervise, evaluate, and control work processes (Sara Baiocco et al., 2022). Although algorithmic systems can enhance operational efficiency, their implementation creates new challenges, particularly the opacity of algorithmic processes, which often hinders workers' understanding. Information asymmetry between workers further exacerbates the issue, while opportunities to contest or appeal algorithmic decisions remain highly limited.

These issues are not merely theoretical but have become empirical phenomena across various countries. In Indonesia, the relationship between digital platforms and gig workers continues to be marked by multiple challenges, including protests against partnership arrangements, changes in incentive systems, uncertainty in obtaining orders, and the control of work through algorithms. Research conducted by IGPA UGM reveals that drivers of Gojek, Grab, and Maxim still face precarious working conditions due to the absence of job security, minimum protection, and occupational safety guarantees. Furthermore, company algorithms can significantly influence opportunities to receive orders through mechanisms of performance evaluation, bonuses, and account sanctions (Arif Novianto et.al., 2021). Such conditions place workers in a vulnerable position, as their income is heavily dependent on algorithmic decisions that they neither fully understand nor have the ability to negotiate.

A similar phenomenon has also occurred at the international level. One of the most influential cases is *Uber BV and Others v Aslam and Others*, decided by the UK Supreme Court in 2021. In this ruling, the Court affirmed that Uber drivers could not be regarded as fully independent contractors, since Uber exercised significant control over essential aspects of the employment relationship, including fare determination, regulation of ride acceptance, monitoring and evaluation of performance through rating systems, and the imposition of sanctions up to the deactivation of drivers' access to the digital platform (United Kingdom Supreme Court 5, 2021). This case reflects a new dimension in labor dynamics since its issuance. Algorithms are revealed not merely as technological instruments but, in practice, as mechanisms of power in the workplace. The legal decision demonstrates how automated systems can reshape a worker's position within the economic structure. The hidden power embedded in algorithms has become increasingly visible, shifting workers' bargaining positions due to the indirect influence of digital processes. Amidst these dynamics, workers' welfare becomes vulnerable to the logic of machines (algorithms).

Concerns regarding algorithmic justice have also intensified at both regional and global levels. The European Union, through *Directive (EU) 2024/2831 on Improving Working Conditions in Platform Work*, emphasizes the importance of algorithmic transparency, workers' rights to obtain explanations for automated decisions, and the obligation to ensure human oversight over decisions that significantly affect workers (European Parliament and Council of the European Union, 2024). This regulation is not merely about technology; it reflects the growing development of algorithmic governance (*AI governance*) as a subject that intersects with law, ethics, and human rights. An integrated approach across multiple disciplines has thus become an essential requirement in addressing its complexity.

From the standpoint of Islamic law, this issue presents significant normative challenges that must be taken into consideration. Algorithmic decisions regarding access to work and income carry direct implications for the protection of economic rights, the fair distribution of tasks (distributive justice), and social welfare. In this context, *maqāṣid al-sharī'ah* places strong emphasis on the protection of wealth (*hifẓ al-māl*), the protection of life (*hifẓ al-nafs*), and the realization of justice (*al-'adl*) as core principles and objectives of the Sharī'ah. Accordingly, algorithms employed in digital environments should not be viewed merely in terms of speed or profit (economic efficiency), but rather in terms of their capacity to realize *maṣlaḥah* (public welfare) for all parties while simultaneously preventing injustice toward workers.

Research on the gig economy and digital platform workers has already been widely conducted. Érika Sabrina Felix Azevedo et al. found that algorithmic management functions as a mechanism of surveillance and control that directly affects the level of autonomy of digital workers (Érika Sabrina Felix Azevedo et al., 2023). A.P.K. Wardhana and Rasji examined the legal status of gig economy workers within Indonesia's digital platform industry and highlighted the ambiguity of the legal relationship between platforms and workers (Adi Pratomo Kusuma Wardhana and Rasji, 2026). Meanwhile, research published by the Institute of Governance and Public Affairs at Universitas Gadjah Mada emphasized issues of decent work, social protection, and economic justice for platform workers in Indonesia (Arif Novianto et.al., 2021).

Nevertheless, previous studies have generally approached the gig economy from the perspectives of labor law, public policy, digital economics, and technological analysis. Research specifically examining the relationship between the concept of algorithmic justice, *maqāṣid al-sharī'ah*, and *fiqh al-mu'āmalah* remains scarce. Alongside these developments, the integration of Sharī'ah principles into the concept of AI governance as a normative framework for digital platform management has not yet been widely explored. Consequently, discourse on algorithmic justice tends to remain focused on regulatory and technical mechanisms, while the moral dimension and normative values rooted in *maqāṣid al-sharī'ah* are often overlooked.

From this overview, a research gap emerges: the absence of a conceptual framework that unites *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and AI governance in analyzing algorithmic justice within the gig economy ecosystem. This study therefore aims to analyze aspects of algorithmic justice through the lens of *maqāṣid al-sharī'ah* while simultaneously constructing an integrative model between *fiqh al-mu'āmalah* and AI governance

to support a long-term, sustainable, and inclusive economy.

The novelty of this research lies in the reconstruction of an analytical framework for algorithmic justice grounded in *maqāṣid al-sharī'ah*. Rather than merely assessing the legality of digital labor relations, it seeks to provide and propose guidelines for algorithmic governance aligned with Sharī'ah principles of justice and relevant to the targets of SDG 8 on decent work and sustainable economic growth.

In light of the identified research gap, a broad and comprehensive analysis is required. Accordingly, the objectives of this study are formulated as follows: How is algorithmic justice practiced in the governance of gig economy platforms, and what are its implications for the protection of digital workers' rights? How can algorithmic justice in the gig economy be examined from the perspective of *maqāṣid al-sharī'ah* and *fiqh al-mu'āmalah*? How can an integrative model of *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and Artificial Intelligence (AI) governance be constructed to realize a sustainable inclusive economy?

Method

This study is a normative legal research employing both a conceptual approach and a comparative approach. The conceptual approach is used to analyze the concepts of algorithmic justice, *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and Artificial Intelligence (AI) governance, while the comparative approach is applied to examine the practices of algorithmic governance in gig economy platforms in relation to the principles of justice in Islamic law. The research data are derived from primary and secondary legal sources. Primary legal materials include regulations related to digital platforms, *Directive (EU) 2024/2831 on Improving Working Conditions in Platform Work*, the case *Uber BV and Others v Aslam and Others* [2021] UKSC 5, as well as official documents of the International Labour Organization (ILO) concerning algorithmic management and platform work. Secondary legal materials consist of literature on *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, scholarly journals, books, and research findings relevant to the gig economy and AI governance. Data collection is conducted through library research using documentation techniques. The collected data are analyzed qualitatively through descriptive-analytical and prescriptive methods. Descriptive analysis is employed to identify forms of algorithmic justice in the gig economy, while prescriptive analysis is utilized to formulate an integrative model combining *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and AI governance as a normative framework for realizing a sustainable inclusive economy.

Results and Discussion

1. Algorithmic Justice in the Gig Economy and Its Implications for Digital Workers

Transformation of Work Management through Algorithms

Unlike the conventional model of labor relations in the past, the forms and patterns of employment have shifted with the rise of the gig economy. Traditional systems directly managed by humans are increasingly replaced by algorithm-based systems (*algorithmic management*). These platforms are not merely intermediaries connecting service providers with consumers; rather, they function as work managers through artificial intelligence and data processing systems. The use of algorithms has created new modes of automated work management, including the allocation of tasks, evaluation of worker performance, determination of incentives, imposition of sanctions, and even the deactivation of worker accounts. According to the International Labour Organization (ILO), *algorithmic management* refers to the use of digital systems to organize, assign, monitor, supervise, and evaluate work based on automatically collected data (Sara Baiocco et al., 2022).

From an economic perspective, the application of algorithms enables platforms to operate more rapidly, as they can process millions of transactions almost simultaneously and within a short period of time. Nevertheless, this efficiency also introduces new forms of control that render workers more passive and dependent on machine-generated (algorithmic) instructions. Unlike traditional labor relations, where human communication remained central, the gig economy increasingly delegates major aspects of work to automated mechanisms whose meaning and processes are not always comprehensible to workers.

Problematics of Algorithmic Justice

From the perspective of social justice, the use of algorithms generates several problems. First, not all workers understand how the system determines the order of task allocation, prioritization, or the distribution of income. Second, workers often lack access to information explaining why their performance ratings decline or why their accounts are suspended. Third, the space for workers to contest or appeal algorithmic decisions is extremely limited. These issues reveal an imbalance of information in the communication between workers and platforms. It is no secret that platforms hold full control over data and the mechanisms of algorithmic operations, while workers only receive outputs without comprehending the processes behind them. This asymmetry arises from unequal access to information and has the potential to create procedural injustice, as workers are not afforded

sufficient opportunities to understand or correct decisions that directly affect their economic rights (Sara Baiocco et al., 2022).

Another important issue is that algorithms can create inequality and injustice when the allocation of tasks or distribution of work, as well as rewards and incentives, are imbalanced. Unequal distribution of work has the potential to widen gaps in collective labor. Various studies on digital platform workers have found that data-driven evaluation systems such as customer ratings, acceptance and cancellation rates, and GPS-based monitoring directly affect workers access to job opportunities and may even result in account deactivation.

These practices demonstrate the strong control exercised by algorithms in managing platform workers, shaping not only their opportunities but also their economic security (Érika Sabrina Felix Azevedo et al., 2023).

Empirical Evidence in Indonesia and International Contexts

The question of algorithmic fairness is no longer merely an abstract idea but has already emerged as a tangible issue across many digital platform services. In the Indonesian context, groups of online motorcycle taxi drivers frequently express objections, particularly when incentive rules change, when account suspension mechanisms are applied, or when the procedures for order allocation and distribution are perceived as unclear or non-transparent. Workers' dependence on incentive systems and platform regulations means that every change in company policy especially those related to fares and incentives has a direct impact on their income levels and overall welfare (Sunardi, 2021; Izzan Fathurrahman, 2021).

At the international level, the case of *Uber BV and Others v Aslam and Others* stands as one of the most significant examples of power relations in the gig economy. The UK Supreme Court affirmed that Uber exercised substantial control over its drivers through the digital application, including setting fares, directing the provision of services, restricting relationships with customers, monitoring acceptance and cancellation rates, and using rating systems as instruments of performance evaluation. Based on this level of control, Uber drivers could not be regarded merely as independent contractors; rather, they fulfilled the characteristics of *workers* entitled to labor protection (United Kingdom Supreme Court 5, 2021). This case reveals that algorithms are not merely neutral technological instruments but also function as mechanisms that shape the distribution of rights, duties, and the welfare conditions of workers. Although they may appear objective, such systems simultaneously determine who benefits and who is left behind.

Therefore, the central focus of the gig economy today is no longer merely a matter of technology, but rather how to ensure that its operations do not deviate from the values of justice. Although digital developments continue to advance, ethical considerations have emerged as the core of ongoing discussions. Technological progress alone is insufficient if access and treatment among workers remain unequal. In such circumstances, equality becomes an essential measure beyond system efficiency.

Research Findings

From the analysis of the gig economy phenomenon, the core finding is the lack of transparency and accountability within algorithmic systems. Although widely relied upon by various platforms, these algorithmic mechanisms do not fully safeguard workers' rights to information particularly regarding how decisions are made in relation to access to job opportunities and income. Furthermore, the understanding of algorithmic justice needs to be broadened beyond the mere pursuit of technological efficiency. It must be reframed as a form of protection for the economic and social rights of digital workers.

2. Algorithmic Justice in the Perspective of Maqāṣid al-Sharī'ah and Fiqh al-Mu'āmalah.

Maqāṣid al-Sharī'ah as an Evaluative Framework.

Maqāṣid al-sharī'ah refers to the fundamental objectives that Islamic law seeks to realize. According to al-Shāṭibī, all provisions of Islamic law aim to safeguard human welfare through the protection of religion (*ḥifẓ al-dīn*), life (*ḥifẓ al-nafs*), intellect (*ḥifẓ al-'aql*), lineage (*ḥifẓ al-nasl*), and property (*ḥifẓ al-māl*) (Abū Ishāq al-Shāṭibī, 2004). In the context of the gig economy, three objectives of maqāṣid al-sharī'ah are most relevant: the protection of property (*ḥifẓ al-māl*), the protection of life (*ḥifẓ al-nafs*), and the realization of justice (*al-'adl*).

The Dimension of Ḥifẓ al-Māl in Algorithmic Justice

Protecting one's property is among the primary obligations within the principle of *ḥifẓ al-māl*. For digital platform workers in the gig economy, their source of income constitutes a livelihood that must be safeguarded against harmful practices and conditions of uncertainty. When algorithms restrict workers' access to daily tasks or impose sanctions without logical explanation and transparency, the risk of violating the objective of property protection (*ḥifẓ al-māl*) arises. Without clear mechanisms in place when digital systems enforce penalties, justice may be disrupted in ways that remain unnoticed. From the perspective of *maqāṣid al-sharī'ah*, the right to earn a living is not merely about receiving wages, but also about ensuring equality in access to economic opportunities. Transparency in how algorithms operate plays a central role in maintaining workers' economic rights over time.

Such regulation forms the foundation to prevent digital platforms from eroding their own social responsibilities.

The Dimension of *Hifz al-Nafs* in Algorithmic Justice

Beyond property, one of the primary objectives of the *sharī'ah* is the protection of life (*hifz al-naḥs*). In the contemporary era, this meaning extends beyond mere physical safety to encompass psychological and mental well-being, as well as social relationships. Uncertain income caused by algorithmic changes, the risk of unilateral account deactivation, and the constant pressure to maintain ratings or performance scores can all impose significant psychological burdens on digital workers.

Therefore, algorithmic systems that generate excessive uncertainty stand in contradiction to the objectives of *maqāṣid al-sharī'ah*, which seek to realize a secure, dignified, and decent life under the principle of protecting life.

The Dimension of *Al-ʿAdl* in Algorithmic Justice

The principle of justice (*al-ʿadl*) is a central value in all activities of *muʿāmalah*. According to Jasser Auda, contemporary *maqāṣid* must be understood as a system oriented toward human rights, social justice, and public welfare (Jasser Auda, 2008). Therefore, algorithmic justice must be realized through: 1) Transparency in decision-making mechanisms ensuring that workers understand how algorithms allocate tasks, evaluate performance, and determine incentives or sanctions. 2) Equality of access to information providing workers with fair and open access to the data and criteria that affect their economic opportunities. 3) The right of workers to obtain explanations guaranteeing that workers receive clear and logical reasons behind algorithmic decisions, especially those impacting income and employment status. 4) Mechanisms for contesting automated decisions establishing fair procedures that allow workers to appeal or challenge algorithmic outcomes. 5) Proportional and non-discriminatory treatment

Analysis of *Fiqh al-Muʿāmalah*

From the perspective of *fiqh al-muʿāmalah*, the contractual relationship between platforms and workers may be understood within the frameworks of *ijārah* (wage-based contract), *juʿālah* (reward-based contract), or *samsārah* (brokerage/agency). Although these contractual forms differ, all *muʿāmalah* contracts require a clear understanding of the rights and responsibilities of each party (*bayān al-ḥuqūq wa al-wājibāt*), while avoiding excessive *gharar* (uncertainty). When algorithmic systems operate in a closed or non-transparent manner, leaving workers unaware of how tasks are distributed or how sanctions are imposed, the resulting ignorance (*jahālah*) risks contradicting the principles of *muʿāmalah* in *sharī'ah*. In this context, openness in algorithmic processes can be regarded as a contemporary manifestation of the value of *bayān* (clarity and disclosure) in the digital age.

Research Findings

Observations in this study reveal a substantive relationship and alignment between the concept of algorithmic justice and *maqāṣid al-sharī'ah*. Algorithmic systems that emphasize openness (transparency), accountability, and the protection of workers' economic rights tend to be consistent with the directives of *sharī'ah*. In contrast, when the primary focus of algorithmic systems lies solely in productivity without considering ethical dimensions, they diverge from the normative orientation of justice.

3. Model Integration of *Maqāṣid al-Sharī'ah*, *Fiqh al-Muʿāmalah*, and AI Governance for Realizing an Inclusive and Sustainable Economy.

The Need for Integration between Islamic Law and AI Governance.

Global regulatory developments indicate that algorithmic governance is no longer viewed merely as a technical issue. The European Union, through *Directive (EU) 2024/2831 on Improving Working Conditions in Platform Work*, emphasizes the importance of algorithmic transparency, human oversight of automated decisions, the protection of workers' data, and the right to obtain explanations for decisions that have significant impacts on workers (European Parliament and Council of the European Union, 2024). Nevertheless, current regulations tend to prioritize legal and administrative aspects. The findings of this study imply the need for complementary ethical guidelines that are more comprehensive. At this point, *maqāṣid al-sharī'ah* can serve as a foundational value to reinforce the orientation of justice in AI governance.

AI Governance Model Based on *Maqāṣid*

Based on preliminary findings, this study proposes a framework for artificial intelligence governance (AI governance) rooted in *maqāṣid* with five main principles:

Transparency (*al-Shafāfiyyah*):

Fundamental arrangements regarding task allocation/distribution of work must be clearly explained by the

platform. In the rating process, the criteria applied must be displayed without concealment. The system for imposing sanctions/punishments must also be included in the list of information that must be provided. Explaining how each mechanism works is the responsibility of the service provider. Core rules must not be hidden from active users.

Accountability (al-Mas'ūliyyah):

Monitoring of decisions produced by algorithms must be carried out by authorized parties. The ultimate responsibility remains with the individuals or groups managing the system.

Distributive Justice (al-'Adl al-Tawzī'ī) :

Task allocation or distribution of work, as well as incentives or rewards, must be proportional, without discriminating against any party. No one should be neglected when determining individual rights. Proportion is the main basis in setting allocations. Fair treatment arises from systems that avoid unequal practices. Every step must steer clear of discrimination.

Protection of Economic Rights (Ḥifẓ al-Māl):

Workers must continue to have access to income sources on digital platforms, or transparency in the distribution of work must be ensured for all workers, unless there is a strong basis accompanied by balanced measures from the platform. From a legal perspective, denial of access is only justified if transparent mechanisms have first been implemented. Systems that suddenly deny workers access risk violating the fundamental economic rights of digital job seekers. No digital platform operator may arbitrarily restrict access to income sources or job distribution if the verification process has not been completed by both parties. Final decisions regarding restrictions on income sources or job distribution must be based on objective evaluation, not merely subjective judgment.

Public Interest (Taḥqīq al-Maṣlaḥah):

It is essential that algorithm design produces positive impacts that outweigh risks for workers, institutions, and the surrounding social environment. Effects must be carefully considered to avoid imposing additional burdens on directly or indirectly affected parties. The benefits of the system must be clearly visible compared to potential disruptions that may arise from its daily use. The welfare of individuals and groups is the primary consideration in the process of developing such technical logic.

Implications for an Inclusive and Sustainable Economy

This combined approach or integrative model illustrates that technology in the digital sphere and sharī'ah norms are not necessarily positioned in opposition. On the contrary, the values of *maqāṣid* can serve as ethical guidelines in designing AI systems with a human-centered orientation. By ensuring transparency, justice, and the protection of workers' rights, algorithmic governance grounded in *maqāṣid* plays a role in promoting decent work, reducing economic inequality, and fostering inclusive economic growth in line with the objectives of SDG 8.

Final Research Findings

The central understanding of this study demonstrates that justice within gig economy algorithms cannot rely solely on technical and regulatory approaches. There is a need for integration between the principles of *maqāṣid al-sharī'ah*, the rules of *fiqh al-mu'āmalah*, and the framework of AI governance so that digital systems can operate effectively while upholding justice, accountability, and public welfare. The new approach introduced here connects the objectives of sharī'ah (*maqāṣid*) and the rules of *fiqh al-mu'āmalah* with AI governance mechanisms, offering an alternative foundation for designing digital platforms that support sustainable and inclusive economies.

The significance of this research encompasses theoretical, practical, and normative dimensions that are interconnected: 1) Theoretical Perspective: Within Islamic economic law, this approach enriches scholarly insight by combining *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and AI governance in analyzing justice in algorithms for digital gig workers. This integrative approach contributes to the evolution of contemporary Islamic law by providing relevant analytical frameworks to address digital transformation and the dynamics of online labor relations. 2) Practical Perspective: This research offers a conceptual foundation for digital actors, regulators, and stakeholders in designing algorithmic systems that are transparent, accountable, and just. The framework and principles proposed can serve as guidelines for policymaking and regulation concerning digital labor protection, oversight of algorithmic decision-making, and strengthening the economic rights and positions of digital workers as data-driven economic activities expand. 3) Normative Perspective: The study affirms that technological innovation must aim at achieving broad benefits (*maṣlaḥah 'āmmah*), justice, and the protection of human rights. Grounded in the *maqāṣid al-sharī'ah* approach, this research offers a moral and ethical perspective that positions technology as a means of enhancing social empowerment rather than merely a tool of financial productivity or economic efficiency. Consequently, these findings contribute to shaping a digital economy model that is more open (inclusive), resilient, and sustainable, aligned with SDG 8 on decent work and sustainable economic growth.

Conclusion

The gig economy opens space for economic activity and expanded access to work. However, digital systems may also restrict workers' access to fair job distribution, performance evaluation, and income opportunities. When algorithmic rules determine who works, how much they are paid, and how they are evaluated, the risk of inequality arises without the affected workers' awareness. If these mechanisms operate without transparency and accountability in procedural, distributive, and corrective aspects, the potential for unfair treatment widens. From the perspective of *maqāṣid al-sharī'ah* and *fiqh al-mu'āmalah*, technology must safeguard property (*hifẓ al-māl*) in this case, economic rights protect life (*hifẓ al-nafs*) supporting workers' livelihoods and ensure that the principle of justice (*al-'adl*) is upheld. Beyond economic efficiency, algorithms must be evaluated by the extent to which they generate public welfare (*maṣlaḥah*) and prevent injustice. This study presents a framework that unites *maqāṣid al-sharī'ah*, *fiqh al-mu'āmalah*, and AI governance through commitments to transparency, accountability, distributive justice, protection of economic rights, and collective welfare. Such a model demonstrates that algorithmic systems guided by *sharī'ah* values can foster a digital ecosystem that is fair, inclusive, and sustainable, while simultaneously supporting the achievement of SDG 8 decent work and sustainable economic growth.

Recommendations: Policies regulating algorithms in digital platforms must be strengthened by the state, ensuring that algorithmic decision-making processes are transparent, accountable, and do not harm workers' rights. Digital systems should provide human oversight, the right to contest algorithmic decisions, and mechanisms for fair and accessible distribution of tasks and incentives. Over time, higher education institutions are challenged to develop further and in-depth research on the implementation of AI governance based on *maqāṣid al-sharī'ah* in the rapidly evolving digital economy. The outcomes are expected to serve as practical and responsive guidelines that adapt quickly to technological dynamics. In this way, digital transformation can align with values of justice, collective welfare (*maṣlaḥah*), and the noble objectives of inclusive and sustainable economic development.

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