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MENTAL HEALTH AS A FUNDAMENTAL WORKERS' RIGHT: HARMONIZING NATIONAL LABOR LAW WITH WHO AND ILO STANDARDS

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ABSTRACT

Mental health is increasingly important in labor law due to issues like workplace stress, burnout, and harassment that harm worker well-being and productivity. Although international laws have started to recognize mental health as part of occupational safety, many national laws still focus mainly on physical safety, leaving mental health protections lacking (World Health Organization [WHO], 2022; International Labor Organization [ILO] & WHO, 2022). The World Health Organization (WHO) and the International Labor Organization (ILO) affirm that workers have the right to a safe work environment that protects against psychosocial risks, requiring support from employers and governments (WHO, 2022; ILO & WHO, 2022). This study examines how mental health is recognized as a workers' right in international law and how national laws can be aligned with these global standards. It uses various legal research methods to analyze legal texts from WHO and ILO guidelines, occupational safety regulations, and related scientific literature (WHO, 2022). Findings show that while international instruments recognize mental health as vital, many domestic laws do not fully address psychological risks (Hansen et al., 2025; Fadillah et al., 2023). For effective protection, comprehensive mental health policies must be integrated into workplace safety systems. The study concludes that recognizing mental health as a fundamental right should be a focus of labor law reforms to ensure equal protection for both physical and mental health, promoting better workplaces (Warsini et al., 2025; Uyun & Widowati, 2022).

Keywords: *Labor Law, Mental Health, Workers' Rights, Occupational Safety and Health, International Labor Standards.*

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INTRODUCTION

Background

The global labor market is rapidly changing due to technology, digitalization, and competitive economies. This shift has resulted in new job-related challenges, impacting mental health alongside traditional physical risks. Employees now face issues such as heavy workloads,

job insecurity, and workplace harassment, which affect their mental well-being and overall quality of life. There is a growing recognition that occupational safety and health must prioritize mental health, which is essential for decent work and sustainable employment (WHO, 2022; ILO & WHO, 2022). International organizations, including the World Health Organization (WHO) and the International Labor Organization (ILO), stress that health should include physical, mental, and social well-being. They advocate for strategies to address workplace stress, burnout, and other psychosocial risks, emphasizing that mental health protection is crucial within labor rights and social justice (WHO, 2022). This shift requires legal frameworks to provide equal status to mental health alongside traditional physical safety measures (ILO & WHO, 2022).

Despite advances in international policies, many domestic laws focus mainly on physical safety, neglecting psychosocial hazards. This gap leads to uncertainty about employer responsibilities and employee rights concerning mental health. In Indonesia, for example, there is a need to strengthen legal protections for workplace mental health, as current systems mainly address physical safety without successfully managing psychosocial risks (Hansen et al., 2025; Fadillah et al., 2023). The study aims to examine mental health as a workers' right and to assess the alignment of national labor laws with international standards from the WHO and ILO. It highlights the importance of legal reforms to include enforceable obligations for preventive mental health strategies and support systems. The research seeks to provide recommendations for creating labor regulations that recognize mental health as a vital part of workers' rights and occupational safety (WHO, 2022; ILO & WHO, 2022).

The text discusses the growing recognition of mental health in the workplace as an important legal issue linked to employee performance, engagement, and overall economic sustainability. Work environments with excessive stress, lack of support, job insecurity, and poor work-life balance can lead to anxiety, depression, and burnout, harming both individual and organizational effectiveness. This situation creates economic losses from absenteeism and reduced productivity, highlighting the need for employers to go beyond basic safety measures by implementing mental health strategies and promoting a psychologically safe work environment (WHO, 2022; Warsini et al., 2025). Despite increasing international awareness of mental health protection, many countries' laws focus primarily on physical safety and do not fully address psychosocial hazards. This creates confusion and insecurity for workers regarding their rights related to mental health. Strengthening labor laws means integrating psychosocial risk management into safety regulations and ensuring legal protection for all workers, regardless of their job status (ILO & WHO, 2022).

From a human rights view, mental health should be recognized as a fundamental worker's right, urging governments and employers to create supportive workplace conditions. Workers should also be empowered through education and reporting systems to recognize and address psychosocial risks. Comprehensive legal frameworks must include provisions for mental health support and monitoring to improve workplace conditions (WHO, 2022). In Indonesia, the rise of new work patterns and digital platforms has highlighted urgent challenges in mental health protection, as existing regulations are insufficient. The research considers recognizing mental health as a worker's right and aims to identify necessary legal reforms to enhance occupational health governance. By evaluating current laws and providing recommendations, the study emphasizes the importance of protecting mental health as a core obligation in labor law that supports decent work and human dignity (Hansen et al., 2025; Uyun & Widowati, 2022).

Research Questions

Based on the background discussed above, this study seeks to address the following research questions:

1. How is mental health recognized as a fundamental workers' right within the framework of labor law and human rights?
2. How do international legal instruments, particularly those developed by the WHO and ILO, regulate the protection of workers' mental health?
3. To what extent does national labor law provide legal protection for workers' mental health as part of occupational safety and health?
4. What legal gaps exist between international labor standards and national labor law regarding workers' mental health protection?
5. How can national labor law be harmonized with international labor standards to strengthen comprehensive protection for workers' mental health?

Research Objectives

Based on the research problems above, this study aims to:

1. To analyze the legal recognition of mental health as a fundamental workers' right within labor law and human rights.
2. To examine the international legal framework established by the WHO and ILO concerning the protection of workers' mental health.
3. To evaluate the adequacy of national labor law in protecting workers' mental health as an integral component of occupational safety and health.
4. To identify the legal gaps between international labor standards and national labor regulations concerning workers' mental health protection.
5. To propose legal harmonization strategies that align national labor law with international labor standards in order to strengthen comprehensive occupational safety and health protection.

LITERATURE REVIEW

Labor Law

Labor law manages the relationship between employers, workers, and the state to ensure fairness and protect workers' rights. Initially focused on contracts, wages, hours, and safety, it now includes worker well-being, especially mental health. Modern labor law acknowledges that a healthy workforce needs protection from physical injuries as well as mental risks, stress, and discrimination (WHO, 2022; ILO & WHO, 2022). Organizations like the WHO and ILO highlight that a safe work environment must include mental health protections. Therefore, labor law has evolved to include human rights principles, ensuring equal protections for workers. Protecting mental health is essential for worker performance and productivity. Legal frameworks should address psychosocial risks, employer responsibilities, and mental health strategies, marking a significant step forward in labor law (WHO, 2022; Hansen et al., 2025).

Worker's Rights

Workers' rights are important in labor law and human rights law, offering protection against unfair treatment, discrimination, exploitation, and unsafe working conditions. Key rights include fair wages, reasonable hours, equal treatment, freedom of association, and social security. There is also a focus on a safe work environment that supports physical, mental, and social well-being, with recent emphasis on mental health due to increasing awareness of

psychosocial hazards. Organizations like the World Health Organization and the International Labor Organization stress that every worker should have a safe workplace that prioritizes psychological well-being (WHO, 2022; ILO & WHO, 2022). Globally, workers' rights stem from the need for dignity and healthy workplaces free of discrimination, helped by labor standards encouraging employers to address psychosocial risks and support mental health. With the complexities of a digitalized and globalized work environment, it is critical for governments, employers, and employees to work together to create laws that prevent psychological harm and promote mental well-being, ensuring equal healthcare access (Warsini et al., 2025).

Mental Health in the Workplace

Mental health in the workplace is becoming increasingly important in labor law and management. It affects employees' well-being, work performance, and quality of life. The World Health Organization defines mental health as the ability to handle daily stresses and work effectively. Issues like heavy workloads, long hours, job insecurity, bullying, and lack of support harm mental health, causing stress and burnout. Healthy employees are more productive and committed (WHO, 2022). International organizations emphasize the need for mental health to be part of workers' rights through preventive programs. Prolonged stress without support increases the risk of mental health issues. WHO and ILO recommend strategies that involve employee input and regular risk assessments. Recognizing mental health as a workers' right promotes social justice and requires legal protections in modern work situations (ILO & WHO, 2022; Hansen et al., 2025).

Occupational Safety and Health (OSH)

Occupational Safety and Health (OSH) is important in labor law, focusing on creating safe workplaces to prevent accidents, diseases, and hazards for workers. OSH has expanded from just preventing physical injuries to also addressing mental health and psychosocial risks, recognizing their effects on productivity and job satisfaction. The World Health Organization (WHO) and the International Labor Organization (ILO) stress the importance of a safe work environment as a basic right of workers, encouraging collaboration among governments, employers, and employees to reduce health risks (WHO, 2022; ILO & WHO, 2022). Modern workplaces face new challenges due to technology and flexible work, leading to increased psychosocial issues like stress and bullying. Organizations are advised to incorporate mental health initiatives into OSH management, requiring employers to protect both physical and mental health through legislation, regular risk assessments, and anti-discrimination policies (Fadillah et al., 2023; Warsini et al., 2025).

WHO Framework on Health

The World Health Organization (WHO) defines health as complete physical, mental, and social well-being, highlighting that workers' health goes beyond just avoiding illness. This perspective recognizes that workplace conditions, mental health, and social factors significantly impact overall well-being. The WHO urges collaboration among governments, employers, and employees to create healthy workplaces, focusing on preventing mental health issues like stress, anxiety, and burnout through effective health policies (WHO, 2022). Organizations are encouraged to evaluate psychosocial risks, support employees, and provide counseling while reducing stigma around mental health. The integration of mental health into occupational safety is essential for workers' rights and sustainable employment. Addressing psychosocial risks can improve productivity and reduce costs. As work environments evolve, incorporating mental health strategies with safety regulations is vital for effective occupational

health management. Governments can enhance worker protections and promote mental well-being by integrating WHO principles into labor laws (WHO, 2022; ILO & WHO, 2022).

ILO Convention No. 155 and Convention No. 187

The International Labor Organization (ILO) has set important standards for safe and healthy work environments, focusing on occupational safety and health (OSH). Two key instruments are ILO Convention No. 155, which requires member countries to create national policies to prevent work-related accidents and health issues, and Convention No. 187, which promotes a culture of prevention with strong policies and stakeholder involvement. Both conventions now include modern concerns, such as psychosocial risks and mental health in the workplace (ILO & WHO, 2022). They emphasize that OSH must cover mental well-being, not just physical safety. Employers should actively recognize and manage psychosocial risks with effective programs. In Indonesia, OSH management has mainly focused on physical accidents, while mental health protection is lacking. Improving OSH governance requires integrating mental health strategies into workplace policies (Hansen et al., 2025; Fadillah et al., 2023).

International Human Right Framework (ICESCR)

The International Covenant on Economic, Social and Cultural Rights (ICESCR) is an important human rights agreement focused on workers' rights to good conditions and health. It was adopted by the United Nations and states that everyone should have fair working conditions and good physical and mental health. Articles 7 and 12 highlight the need for safe work environments and laws to protect workers from risks while promoting dignity and equality (WHO, 2022; ILO & WHO, 2022). As workplaces change with technology and globalization, new challenges, such as job stress and mental health issues, arise. The World Health Organization (WHO) emphasizes the importance of mental health and calls for supportive workplace policies. The International Labor Organization (ILO) also advocates for addressing psychosocial risks. In Indonesia, the ICESCR could enhance labor laws and safety practices, especially regarding mental health, which currently needs improvement to meet international standards (Uyun & Widowati, 2022; Warsini et al., 2025).

RESEARCH METHOD

This study uses Normative Legal Research to investigate legal norms and regulations related to the protection of workers' mental health in labor law and occupational safety. The focus is on analyzing existing legal documents and international standards, rather than collecting data from people. The research aims to see if current laws are effective in protecting mental health alongside physical safety. It assesses how national laws align with international frameworks from organizations such as the World Health Organization (WHO) and the International Labor Organization (ILO). The research employs a Statutory Approach to examine laws regulating occupational safety and mental health protection in the workplace. This includes reviewing international legal instruments such as ILO conventions and national labor laws. The study evaluates government and employer responsibilities regarding mental health and identifies any legal inconsistencies or gaps in national regulations compared to international standards.

Additionally, a Conceptual Approach is used to explore the theoretical aspects of labor law and workers' rights regarding mental health. This involves understanding the shift from focusing solely on physical safety to incorporating mental well-being as a critical element of workplace safety. The conceptual framework helps clarify the interrelationship between

workers' rights, organizational responsibilities, and the evolving landscape of employment influenced by technological changes. A Comparative Approach further contrasts international labor standards with national regulations. This analysis highlights similarities and differences in how mental health protection is addressed in various legal systems, providing insights into effective practices that could improve national laws.

The study relies on both primary and secondary legal materials for a thorough analysis. Primary sources include key international agreements and national labor laws, while secondary sources include recent scholarly articles and policy reports. The research employs extensive library methods to collect legal documents relevant to the topic, with an emphasis on recent literature to ensure the analysis reflects current issues in workplace mental health. Analyzes are conducted using Qualitative Legal Analysis, focusing on interpretation and evaluation of the legal norms surrounding mental health in the workplace. This method helps identify legal gaps and inconsistencies while providing recommendations for labor law reforms to enhance workers' mental health protection in alignment with international standards.

RESULT AND DISCUSSIONS

Mental Health as a Fundamental Worker's Right

The acknowledgment of mental health as an important workers' right represents a significant change in labor law. It expands the focus from just physical safety to include psychological, emotional, and social well-being, which are essential for effective work. Traditional labor laws primarily dealt with contracts, wages, and physical safety, overlooking issues like workplace stress and harassment. Since mental health impacts job performance and relationships, it is now a critical aspect of labor rights, as defined by the World Health Organization (WHO, 2022; ILO & WHO, 2022). Labor law emphasizes human dignity, requiring employers and governments to ensure safe workplaces free from physical and psychological harm. There is a need to manage risks related to mental health that can cause anxiety and depression. Modern occupational safety practices should include psychosocial risks like workload and bullying. Recognizing mental health in labor law enhances productivity and ensures that physical safety, mental health, and dignity are equally valued (Warsini et al., 2025; Uyun & Widowati, 2022).

The text emphasizes that mental health is a fundamental right for workers, linking it to broader human rights. Everyone should have access to good physical and mental health, free from discrimination. This view promotes the idea that mental health is not just a workplace issue but should be recognized as a human right. Governments and employers have a responsibility to prevent psychological harm at work, as highlighted by international agreements like the ICESCR that stress safe working conditions (WHO, 2022; ILO & WHO, 2022). Labor laws should incorporate human rights, protecting workers from discrimination, violence, and stress, while encouraging preventive measures. Acknowledging mental health as a human right strengthens labor law reforms to safeguard workers' overall well-being.

The WHO and ILO suggest a holistic approach to occupational safety, which includes mental health. Their guidelines urge governments and employers to act against mental health risks. However, many countries, particularly developing ones, still prioritize physical safety over mental health. Indonesia shows progress in physical health protections but lacks specific mental health provisions, making support voluntary for employers. There is a need for better

legal standards and collaboration to enhance mental health rights at work (Hansen et al., 2025; Fadillah et al., 2023; WHO, 2022).

International Legal Framework on Worker's Mental Health

The recognition of workers' mental health has increased significantly, guided by the World Health Organization (WHO), which defines health as complete physical, mental, and social well-being. The WHO advocates that mental health should be legally protected, similar to physical safety, and suggests preventing mental health issues, like excessive workloads and bullying, before they escalate. The emphasis is on fostering supportive workplace cultures and managing psychosocial risks rather than just treating individuals (WHO, 2022). The International Labor Organization (ILO) supports this approach through conventions No. 155 and No. 187, which set safety standards and call for policies to prevent workplace health issues, including mental health risks. These conventions highlight the need for a proactive safety culture and legal improvements for worker well-being (ILO & WHO, 2022). Cooperation between the WHO and ILO is crucial, linking public health with labor law and promoting proactive policies. Mental health is increasingly seen as a legal right, requiring employers to manage psychosocial risks and support worker mental health (WHO, 2022; ILO & WHO, 2022; Warsini et al., 2025).

The International Covenant on Economic, Social and Cultural Rights (ICESCR) states that mental health is a fundamental right for workers, ensuring fair working conditions and high health standards. Articles 7 and 12 mandate countries to create laws for safe work environments that protect both physical and mental health. Although the ICESCR does not specify mental health regulations for workplaces, it implies the need for psychosocial protection and healthy work settings. This framework encourages governments to develop labor policies that tackle mental health issues arising from technology and organizational demands (WHO, 2022; ILO & WHO, 2022).

Occupational Safety and Health (OSH) frameworks also play a key role in setting international standards for mental health at work by incorporating psychological well-being alongside physical safety. Employers are required to manage both physical and psychosocial risks. The WHO and ILO advocate for mental health programs as part of national safety systems. Both UN agencies and international frameworks emphasize the necessity for equal protection against workplace hazards. Future analysis will focus on how domestic labor laws match these international standards and the need for any reforms (Hansen et al., 2025; Fadillah et al., 2023; WHO, 2022).

National Labor Law and Mental Health Protection

The legal protection of workers' mental health in Indonesia is becoming more important due to changes in work methods, technology, and rising psychosocial risks. The main labor law, Law No. 13 of 2003, outlines basic rights for workers but does not specifically address mental health concerns in the workplace. Current laws mainly focus on physical safety and do not define employers' duties related to managing issues like stress and harassment, making mental health protections unclear (Hansen et al., 2025; WHO, 2022). Indonesia's occupational safety and health laws, based on Law No. 1 of 1970, primarily consider physical hazards and miss addressing psychosocial risks like stress and bullying. To better protect workers, mental health policies should be included in the K3 framework, following international guidelines from the WHO and ILO (WHO, 2022; ILO & WHO, 2022).

The review reveals that while Indonesian regulations provide some basis for worker protection, they lack clear mental health provisions. Strengthening these laws could enhance employer accountability, improve access to mental health resources, and create safer workplaces in response to modern challenges (Fadillah et al., 2023; Hansen et al., 2025). The implementation of mental health protection for workers in Indonesia has improved but varies between sectors. Large companies are beginning to offer services like employee assistance and stress management training, while smaller businesses often prioritize physical safety and neglect mental health. This inconsistency arises from differences in resources and understanding of legal requirements (Hansen et al., 2025; Uyun & Widowati, 2022).

Challenges in enforcing mental health protection persist, with current labor laws providing inadequate guidance on mental health promotion and reporting. Many view mental health as a personal issue, leading to reluctance in reporting distress due to fears of stigma or career impact. Labor inspections struggle due to limited resources and lack of standards for psychosocial risk assessments (Fadillah et al., 2023). Employers tend to focus on physical risks, ignoring psychological dangers. Gaps exist between international standards and local practices, with employers often meeting safety regulations but neglecting mental health programs. The World Health Organization and the International Labor Organization call for proactive mental health governance. Legal reforms are needed to better protect psychological well-being in the workplace (WHO, 2022; ILO & WHO, 2022; Warsini et al., 2025).

Legal Gaps in Protecting Worker's Mental Healthy

A comparison reveals that Indonesian labor law and international standards differ greatly in protecting workers' mental health. Organizations like the World Health Organization (WHO) and the International Labor Organization (ILO) stress that mental health is key to health and decent work, urging countries to establish laws for managing psychosocial risks. However, Indonesian laws primarily focus on physical safety and lack adequate measures for mental health protection (WHO, 2022; ILO & WHO, 2022). A major issue is the absence of clear rules on workplace mental health in Indonesia. Current laws do not define psychosocial hazards, mandate risk assessments, or specify employer duties to prevent workplace stress and harassment. This creates uncertainty about employer responsibility and workers' legal rights. As a result, mental health initiatives depend on voluntary efforts instead of legal requirements. Addressing these gaps is essential to protect workers' rights and improve mental health policies at work (Hansen et al., 2025; Fadillah et al., 2023).

Workplace mental health protection in Indonesia is facing several challenges despite increasing awareness of psychosocial well-being in labor law. A major problem is the absence of clear regulations for assessing psychosocial risks and providing mental health support, creating uncertainty for employers and inspectors. Stigmatization of mental health issues in workplace cultures makes employees hesitant to report their struggles due to fear of discrimination or career repercussions. Other obstacles include weak enforcement, inconsistent safety regulations, and no standardized measures for psychosocial risks, which diminishes legal protections for workers (Fadillah et al., 2023; Uyun & Widowati, 2022).

To address these issues, the Indonesian government needs to enhance the legal framework based on international standards from the WHO and ILO. This involves establishing new regulations, improving labor inspections, and raising awareness about mental health. Employers must also take responsibility to implement risk assessments and create supportive environments. Better mental health management can lead to increased employee engagement,

productivity, and reduced absenteeism. Ultimately, strengthening protections for mental health aligns local laws with international standards and supports sustainable economic advancement (WHO, 2022; ILO & WHO, 2022; Warsini et al., 2025).

Legal Harmonization toward Comprehensive Occupational Safety and Healthy

Harmonizing Indonesian labor law with international standards is crucial for improving workers' mental health protection amidst globalization and technological changes. Organizations like WHO and ILO highlight the importance of including psychological well-being in occupational safety. To meet these standards, Indonesia should recognize mental health as a worker's right and implement laws addressing psychosocial risks, workplace interventions, employer responsibilities, and mental health support (WHO, 2022; ILO & WHO, 2022). Regulatory reform is needed for effective mental health protection. Current laws provide a basic employment and safety framework but need updates to require employers to assess psychosocial hazards and develop preventive policies. New regulations should define psychosocial work conditions, ensure employee involvement, and implement anti-harassment measures for mental health protection across sectors (Hansen et al., 2025; Fadillah et al., 2023).

Integrating WHO and ILO guidelines into Indonesian law can enhance workplace safety by addressing both physical and mental health risks. A modern Occupational Safety and Health system needs to move beyond focusing solely on accidents to include preventive measures and collaboration, leading to benefits like improved employee well-being and productivity (WHO, 2022; Warsini et al., 2025). Strengthening legal protection for workers' mental health is important in Indonesia's labor law reform. Good mental health is key to workplace safety, human rights, and economic progress. Laws need to include measures for evaluating psychosocial risks, providing preventive mental health programs, ensuring confidential support, and allowing reports of psychological harm. Employers should include mental health promotion in their safety systems, with regular risk assessments, employee participation, leadership training, and effective interventions (ILO & WHO, 2022; Uyun & Widowati, 2022).

The Indonesian government should develop a policy framework that matches its labor laws with international standards from organizations like the WHO and ILO. This framework should update labor regulations, define psychosocial risk management guidelines, and enhance labor inspections. Awareness campaigns and research on workplace mental health should be encouraged. Employers and stakeholders must create policies for mental health, conduct risk assessments, provide counseling, and allow flexible work options. Collaborative efforts will improve employee engagement and outcomes (WHO, 2022; Hansen et al., 2025; Warsini et al., 2025).

CONCLUSION

The study's findings show that mental health is now a crucial part of workers' rights in modern labor law. This change reflects a shift in occupational safety and health, expanding from a focus solely on physical safety to include psychological and social well-being. Rapid advancements in technology, changes in job patterns, and rising psychosocial risks are transforming work environments. Labor law must address issues like workplace stress, burnout, harassment, discrimination, heavy workloads, and job insecurity by offering wider legal protections. International organizations, such as the WHO and ILO, stress that every worker deserves a safe work environment that includes mental health safeguards, reinforcing the idea

that mental health is integral to decent work and sustainable employment. Research indicates workplace mental health should not just be viewed as a nice-to-have but as a legally protected human right. This shift mandates governments, employers, and stakeholders to uphold and ensure healthy work conditions. An evaluation of international legal frameworks shows that a cohesive set of norms for protecting workers' mental health exists through various international treaties. These documents stress the importance of addressing psychosocial hazards in addition to physical risks and require action from governments and employers while encouraging worker involvement in promoting healthy workplaces. This collective approach indicates that workplace mental health protection is becoming a universal labor standard and should not be an optional policy for organizations. It also highlights the need for labor law to be understood through a holistic lens that integrates health, social justice, and human rights.

However, Indonesian labor law has notable gaps, particularly in recognizing and regulating mental health at work. Current laws emphasize physical risks while providing minimal guidance on managing psychosocial risks, mental health responsibilities for employers, and systems for workplace counseling. These gaps cause uncertainty about employer accountability and hinder the effectiveness of mental health protections. The inconsistency between domestic laws and international standards shows that Indonesia has not fully adapted to the evolving occupational safety ideas promoted by international entities. Moreover, there are practical challenges to enforcing mental health protections despite the awareness of psychosocial issues among governments and employers. Factors like varying organizational capabilities, weak supervision, and societal stigma inhibit effective mental health policy implementation. Many organizations still focus primarily on preventing physical accidents while neglecting psychosocial factors that significantly affect employee well-being. Thus, legal reform alone is insufficient for meaningful protection; there must also be organizational commitment, education, and collaboration among all relevant parties.

The study emphasizes the need to align Indonesian labor law with international standards through comprehensive reforms. This alignment should clearly recognize workplace mental health as a protected right, ensuring mandatory psychosocial assessments and employer obligations for prevention programs and reporting systems. It should encourage collaboration across sectors to facilitate responsive and effective legal reforms. In conclusion, the recognition of mental health as a key workers' right is both legally necessary and a practical requirement for better occupational safety and health. Harmonizing Indonesian labor law with international standards can strengthen worker rights and enhance economic resilience. Future reforms should emphasize psychosocial risks and enforceable protections, ensuring a comprehensive approach to occupational safety and health in Indonesia. This will foster healthier workplaces, improve organizational productivity, and promote social justice and sustainable development.

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