

## Article

# Economic Democracy and Unemployment in the Digital Age : A Sociolegal Study of Finland and Germany

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## Abstract

This article examines how Finland and Germany integrate the principles of economic democracy within their legal frameworks to address unemployment challenges in the digital era. Digitalisation and globalisation have intensified unemployment as a multidimensional issue, linked to justice, inclusiveness, and human rights. The study explores legal mechanisms employed by these nations to uphold economic democracy and mitigate unemployment. Finland's universal welfare model prioritises inclusiveness through comprehensive social support, while Germany's social market economy achieves a balance between market flexibility and contribution-based protections. Both countries tackle digital challenges, including automation and unequal access to technology, by strengthening labour rights, promoting workforce education and retraining, and enhancing social protections. This comparative legal analysis highlights how robust legal systems can address the socio-economic impacts of digitalisation and provide a model for inclusive economic policies.

## Keywords

Digitalisation, Economic Democracy, Finland, German, unemployment



## INTRODUCTION

In the era of globalisation and digitalisation, unemployment remains one of the main challenges faced by countries around the world, including developed countries. Unemployment is not just an economic problem that can be measured through statistics, but also a multidimensional phenomenon that reflects social injustice, unequal access to economic opportunities, and structural weaknesses in public policy (Harjadi and Fitriani, 2024). Therefore, conventional approaches that rely solely on market mechanisms are no longer adequate to deal with the complexity of unemployment. In this context, the application of economic democracy principles, which emphasise the fair and inclusive distribution of economic resources, is a relevant strategic solution to create social welfare (Selviana Nasution et al., 2024).

This research focuses on two countries that are often used as models in social policy, namely Finland and Germany. Finland, as one of the Nordic countries, is known for its universal welfare system that prioritizes inclusiveness and social solidarity (Esping-Andersen, 1990). Meanwhile, Germany, with its social market economy model, combines market flexibility with state intervention (Hall & Soskice, 2001).

These two countries have different approaches to implementing the principles of economic democracy, but both offer legal and policy-based solutions aimed at reducing the impact of unemployment. For example, policy reforms in Finland demonstrate efforts to enhance employment opportunities by aligning social benefits with labor market demands (Kangas & Kvist, 2019). On the other hand, Germany has developed unemployment benefit systems focusing on the active participation of recipients in the labor market (Clasen & Clegg, 2011).

This study aims to explore and analyze both countries' legal systems in addressing unemployment through the application of economic democracy principles. The novelty of this research lies in the comparative approach to two distinct legal systems, focusing on the implementation of economic democracy as a cornerstone of social policy. While many studies have been conducted on welfare systems in Finland and Germany, this research provides a new perspective by linking the principles of economic democracy to the specific context of unemployment (Greve, 2020).

The study also examines the interaction between law, policy, and the implementation of economic democracy in a dynamic social context. For instance, Finland's experience demonstrates how legal frameworks can support sustainable green and digital transitions (OECD, 2023). Conversely, Germany's experience highlights the importance of institutional arrangements in fostering economic stability through employment policies (Eichhorst & Marx, 2015).

This study is both academically and practically relevant, given the changing dynamics of the labor market due to technological developments

and globalization. By analyzing the experiences of Finland and Germany, this research not only enriches the theoretical understanding of the relationship between law and economic democracy but also provides concrete solutions for countries seeking to address unemployment sustainably.

## METHOD

The sociolegal approach adopted in this research aligns with established methodologies that emphasize the integration of legal and social sciences to understand the multidimensional implications of laws and policies (Banakar & Travers, 2005). Sociolegal studies highlight the importance of contextualizing legal frameworks within their social and economic environments, thus facilitating a more holistic understanding of law in practice (Cotterrell, 1992).

The use of qualitative research methods, particularly literature study and document analysis, is consistent with the principles outlined by Bowen (2009), who emphasizes the value of document analysis in exploring textual data to extract meaning, gain understanding, and develop empirical knowledge. Legal and policy documents serve as primary sources, offering insight into the normative frameworks of economic democracy, while secondary sources, such as academic articles and research reports, provide critical perspectives and empirical analyses (Flick, 2018).

In employing comparative analysis, this study builds on the work of scholars such as Ragin (1987), who assert that comparison enables researchers to identify patterns, variations, and underlying mechanisms across different contexts. Categorizing and analyzing data based on aspects like social support, labor protection, and digital economy incentives aligns with best practices in thematic analysis, which Braun and Clarke (2006) advocate for systematically organizing and interpreting qualitative data.

Contextual studies are integral to sociolegal research, as they allow for the examination of how broader social, economic, and cultural factors shape the application and effectiveness of legal frameworks (Halliday & Carruthers, 2007). This focus ensures that the research provides not only theoretical insights but also practical implications, which is critical for addressing real-world challenges in implementing economic democracy in the digital age.

## RESULT AND DISCUSSION

### *Examining the Finnish Legal System as a Welfare State in Implementing the Principles of Economic Democracy*

The analysis of technological disruption and its impact on unemployment, as discussed by Siti Syamsiyah (2021), aligns with broader findings in the literature on digital transformation. The rapid development of digital technologies has consistently been identified as both a driver of innovation and a challenge to employment structures, with automation and artificial intelligence (AI) displacing jobs traditionally performed by humans (Brynjolfsson & McAfee, 2014). The socio-political implications of unemployment, including its impact

on social inequality and political stability, have been explored in the works of scholars such as Frey and Osborne (2017), who highlight how technological advances disproportionately affect lower-skilled workers.

The concept of economic democracy as a framework for addressing these challenges, as presented by Danugroho (2024), builds on the theoretical foundations of social justice and participatory economics. This principle resonates with Sen's (1999) capability approach, which emphasizes the role of equitable distribution and active participation in fostering sustainable development. The emphasis on protecting vulnerable groups aligns with arguments by Stiglitz (2015), who advocates for inclusive economic models that prioritize shared prosperity and social equity.

The Finnish welfare state model, referenced in the text, has been widely studied for its integration of economic democracy principles within legal and policy frameworks. Esping-Andersen (1990) categorizes Finland within the social democratic welfare regime, which is characterized by universal social benefits and proactive labor market policies. This approach is evident in Finland's comprehensive legal protections for workers and the unemployed, which align with studies by Korpi and Palme (1998) on the redistributive effects of welfare states.

Similarly, Germany's response to unemployment through legal mechanisms reflects its commitment to a social market economy, as articulated by Ludwig Erhard. Germany's dual vocational training system and its robust unemployment insurance schemes have been recognized as effective strategies for mitigating the adverse effects of technological disruption (Bosch & Charest, 2008).

In the digital age, Finland demonstrates its commitment to meeting new challenges by designing adaptive policies, including workforce retraining, digital skills development, and technology-based social protection programmes. The Finnish legal system is proof that economic democracy can be realised through a responsive and innovative legal framework. As a country with a long history of applying the principles of economic democracy, Finland also presents an approach that is orientated towards inclusiveness and community participation. The country's legal system serves not only to regulate the relationship between the state and its citizens, but also to ensure that every individual has equal access to economic opportunities (Kärriylä, 2021). The principles of non-discrimination, social justice and protection of vulnerable groups are key pillars of the Finnish legal system. In the context of the digital age, this approach is particularly relevant, given that digital transformation often magnifies social and economic disparities. One interesting aspect of the Finnish legal system is its holistic approach to tackling unemployment. The country not only focuses on providing financial assistance to the unemployed, but also on empowering them through education and training. The legal system supports these programmes by creating a framework that enables effective policy implementation. For example, the law on social security in Finland includes various programmes designed to improve people's employability skills, such as

digital training and career mentoring (Arajärvi, 2018). In this way, the country ensures that the principles of economic democracy are not just rhetoric, but also realised in practice. In addition, Finland also demonstrates how technology can be utilised to support the principles of economic democracy.

The discussion on Finland's inclusive digital infrastructure aligns with studies emphasizing the role of digital access in reducing social and economic inequalities. According to Castells (2010), inclusive access to technology is critical in empowering individuals and enhancing participation in economic processes, particularly in the digital era. Finland's approach exemplifies how legal systems can shape equitable digital ecosystems by embedding access and participation within policy frameworks. This reflects the sociolegal theory that law functions as a dynamic instrument for social transformation, as articulated by Nonet and Selznick (2001). The adaptability of Finland's legal system in addressing unemployment and technological disruption demonstrates the law's potential to respond to societal changes innovatively.

The strong legal culture in Finland, characterized by trust in state institutions, is also a pivotal factor in the effective implementation of policies. As Piattoeva and Nelli (2010) highlight, the high level of institutional trust in Finland reinforces public compliance and engagement with legal frameworks. This democratic ethos underpins Finland's success in integrating economic democracy into its legal system, as public participation and inclusivity are vital for sustainable policy outcomes. Scholars such as Habermas (1996) also argue that democratic legal systems thrive on active citizen participation and institutional legitimacy, which Finland exemplifies.

Despite these strengths, Finland's legal system is not immune to challenges posed by rapid technological and economic shifts. As highlighted by Schwab (2017), the Fourth Industrial Revolution demands agile and innovative policy responses to mitigate disruptions in labor markets. Collaboration between governments, the private sector, and civil society is vital to maintain relevance and inclusivity in legal frameworks, a point supported by Rodrik (2011), who advocates for coordinated efforts in governance to address global economic transformations.

Finland's experience demonstrates that progressive legal policies, when coupled with a supportive legal culture and democratic values, can create a just and sustainable society. This case provides valuable insights for other nations seeking to implement economic democracy principles effectively. The Finnish example reinforces the idea that legal systems, far from being static, can be transformative when designed with flexibility and innovation in mind.

### *Examining the German Legal System as a Welfare State in Implementing the Principles of Economic Democracy in the Digital Era*

The digital era has created various new dynamics in human life, including in social, economic, and legal aspects. Widespread technological transformation brings great benefits in the form of efficiency, innovation, and economic growth (Kusnanto et al., 2019). However, on the other hand, these changes also present



significant challenges, especially for those affected by technological disruption. One of the main challenges is the rising unemployment rate due to major changes in labour market requirements. This creates an urgency for countries to develop legal systems and policies that address the needs of society in the face of digital transformation. In this context, Germany, as one of the most developed countries in the world, has shown a distinctive approach to addressing these challenges through the application of the principles of economic democracy. Economic democracy, as one of the fundamental concepts in economic governance, aims to create social justice and equitable distribution of welfare amidst evolving economic dynamics (O'Neill, 2020). This principle prioritises the fair distribution of wealth, the strengthening of public participation in economic decision-making, and the protection of vulnerable groups, including the unemployed. Germany, with its long tradition as a welfare state based on a social market economy (*soziale Marktwirtschaft*), has made economic democracy a key pillar of its legal and social policies.

In the face of the challenges of the digital age, this principle is increasingly relevant, especially to ensure that technological transformation does not leave certain groups of society behind. The German legal system plays a strategic role in ensuring the sustainability of economic democracy principles (Karen J. Alter, 2020). As a country with a strong and structured legal framework, Germany integrates elements of economic democracy into its labour, social security, and vocational education regulations. One of Germany's strengths is its ability to respond to labour market dynamics through flexible legal policies that are consistent with social justice principles. German labour laws not only regulate the relationship between workers and employers but also provide protection for workers' rights, including fair wages, decent working conditions, and access to job training. In the digital age, challenges to the labour market are increasingly complex. Automation, artificial intelligence, and digitisation of work processes have fundamentally changed the nature of work. Many traditional jobs are being replaced by technology, while the need for new skills is increasing. Germany is meeting this challenge with a planned approach of reskilling and upskilling its workforce. The German legal system provides a solid foundation for the implementation of these programmes, as set out in the vocational training law (*Berufsbildungsgesetz*). Through this legal framework, the German government is able to encourage collaboration between the public and private sectors to create job training programmes that are relevant to the needs of the digital industry (Zekoll & Wagner, 2018).

In addition, Germany's social security system demonstrates how the principles of economic democracy can be comprehensively implemented. In dealing with the challenge of unemployment, Germany adopts an approach that is not only reactive but also proactive. The unemployment insurance system, set out in the *Sozialgesetzbuch*, provides temporary financial protection for those who have lost their jobs while supporting their return to work (Soltmann et al., 2021). This includes career advisory services, job training, and other programmes designed to improve the skills and competitiveness of individuals

in the digital labour market. This approach reflects Germany's commitment to ensuring that no individual is left behind in the economic transformation. On the other hand, technology-based initiatives are an important element in Germany's strategy for the digital age. As a country that pioneered the concept of 'Industrie 4.0,' Germany is promoting the use of technology to support the transformation of industry and the economy as a whole. In this regard, the legal system provides a clear foundation for the development of digital infrastructure, access to technology, and the protection of digital rights. This approach not only aims to increase the competitiveness of the German economy on a global level but also to create inclusiveness in the digital transformation. Principles such as equal access to technology and data protection are integral to Germany's strategy to realise economic democracy in the digital age.

The sociolegal perspective shows that the German legal system serves not only as a regulatory instrument but also as a mechanism for creating sustainable social change. In the context of unemployment, German law has shown great flexibility in responding to the changing needs of society. This includes adjusting regulations to meet new challenges, such as changing work patterns due to digitalisation, as well as strengthening the legal framework to support economic inclusion. With an approach based on social dialogue between the government, trade unions, and employers, the German legal system is able to create a strong consensus in formulating fair and sustainable policies. Germany's strong legal culture also contributes to the successful implementation of the principles of economic democracy. The high level of public trust in legal institutions creates a conducive environment for policy implementation (Kholis et al., 2023).

In the German legal system, people are not only seen as legal subjects but also as active actors who contribute to decision-making. This approach reflects the essence of economic democracy, namely the active participation of society in economic and political processes. However, challenges remain. Rapid changes in technology and the dynamics of the global economy require the German legal system to constantly adapt. One of the main challenges is to ensure that all groups in society, including those who are less skilled or in rural areas, have equal access to the opportunities of the digital economy (Zekoll & Wagner, 2018). In this regard, closer collaboration between the public, private, and civil society sectors is becoming increasingly important to ensure that the principles of economic democracy remain relevant in the digital age. Germany's experience in applying the principles of economic democracy through its legal system provides valuable lessons for other countries (Kholis et al., 2023). An approach based on social justice, inclusiveness, and community participation shows that economic democracy can not only be a normative concept but can also be realised in concrete policies. In facing the challenges of the digital era, flexibility and innovation in the legal system are key to creating a sustainable and equitable society. Therefore, the study of the German legal system is not only relevant in the academic realm but also provides inspiration for policymakers around the world.

### *Finland's Legal Policy for the Unemployed, 2011-2024: A Sociolegal Perspective on the Digital Age*

The social and economic transformations brought about by the digital age have had a major impact on the global labour market. Digital technology, artificial intelligence, and automation have created new opportunities, but on the other hand, they have also created significant challenges, such as increasing structural unemployment (Lubis and Nasution, 2023). In this context, developed countries such as Finland and Germany have become interesting case studies for their efforts to balance the principles of economic democracy with the social challenges of digital transformation. Using a sociolegal approach, this article seeks to uncover how these two countries implement legal policies to address unemployment, particularly among those affected by technological disruption. Finland, as one of the countries with an advanced social welfare system, has long been recognised for its commitment to social justice and economic democracy. The country places people's welfare at the centre of its public policies, including in facing the challenges of the digital age. Over the period 2011 to 2024, Finland has implemented a series of innovative legal policies to reduce unemployment, promote social inclusion, and strengthen society's capacity to cope with technological change (Kholis et al., 2023). Finland's approach not only reflects adaptation to the changing labour market but also underlines the importance of democratic values in creating an inclusive economic system.

The digital age has forced Finland to re-evaluate its legal framework and social policies. One important aspect of Finland's approach is its education and reskilling policy for workers affected by automation and technological disruption. The Finnish government has introduced digital-based training programmes to upskill the workforce, implemented in partnership with the private sector and educational institutions. This measure aims not only to reduce unemployment but also to ensure that the Finnish labour force remains competitive in a global market that is increasingly dominated by technology. In addition, Finland has adopted a universal basic income policy as one of the innovative approaches to tackling unemployment. A pilot programme implemented in 2017-2018 demonstrated how a basic income can provide financial stability to individuals who have lost their jobs due to technological change. While the results sparked debate at the national and international level, the policy demonstrates Finland's commitment to bold, evidence-based policy experimentation in support of the principles of economic democracy. From a sociolegal perspective, Finland's legal policy towards unemployment in the digital age reflects the complex interaction between law, technology and society. One important element of this approach is social sustainability integrated into the country's legal system (Kaime, 2009). For example, Finland has introduced regulations that encourage companies to adopt more inclusive working practices, such as flexible working arrangements and protection of workers from the negative impacts of technology. Such regulations aim to create a work environment that is more adaptive to the needs of a modern workforce. On the other hand, the implementation of legal policies in Finland



also faces challenges. One of them is resistance from certain groups who feel that policy changes could destabilise the economy or create dependence on government assistance. In addition, Finland must address the digital divide that still exists in some regions, which may hinder people's access to technology-based employment opportunities. This challenge underscores the importance of a holistic approach involving various stakeholders in formulating responsive legal policies. The period 2011 to 2024 marks an important phase in the evolution of Finland's legal policy on unemployment. The various policies implemented reflect Finland's efforts to respond to the challenges of the digital age with an approach based on the principles of social justice and economic democracy. These policies are not only relevant in the national context but also provide valuable lessons for other countries facing similar challenges. By integrating a sociolegal perspective, this article seeks to explore how Finnish legal policies can serve as a model in creating an inclusive and sustainable economic system in the digital era.

### *Germany's Legal Policy for the Unemployed, 2011–2024: A Sociolegal Perspective on the Digital Age*

Advances in digital technology have changed the way people interact, work and manage their daily lives. This transformation, while bringing many benefits, has also created major challenges, particularly in the area of labour (Abid Haleem et al., 2022). Amidst a surge in automation, the replacement of humans by machines, and labour market disruption, many countries are struggling to manage the social and economic impacts of these changes. In this context, Germany stands out for its efforts to implement the principles of economic democracy through innovative legal policies, with the aim of supporting the unemployed and promoting their integration into the new digital ecosystem. This article explores Germany's sociolegal approach to unemployment over the period 2011 to 2024 in the digital age. As one of the world's largest economies, Germany has a long tradition of integrating social principles into its economic policies (Sumitro et al., 2017).

The country's legal system is designed to reflect the values of inclusion, social justice and solidarity that underpin economic democracy. Since 2011, Germany has adopted a series of legal policies aimed at addressing the unemployment challenges posed by the digital transformation. These measures include reskilling policies, social protection for workers who have lost their jobs, and regulations that support the creation of new jobs in the technology sector. One important innovation in German legal policy is the focus on digital upskilling of the workforce. The German government, in collaboration with the private sector and academia, has launched training programmes designed to improve workers' digital literacy and technical skills. These programmes not only help the unemployed to re-enter the job market but also prepare them for the evolving needs of industry. This collaboration-based approach reflects a German philosophy that emphasises the importance of partnerships between government, society and the private sector in addressing social challenges. In

addition to retraining, Germany has also strengthened its social security system to support individuals who have lost their jobs due to technological disruption.

Policies such as Arbeitslosengeld II (ALG II), known as Hartz IV, are designed to provide financial protection for the unemployed while encouraging them to participate in training or voluntary work activities. This approach aims to preserve the dignity of individuals while encouraging their integration back into the labour market. From a sociolegal perspective, this policy shows how law can be used as an instrument to support the principles of economic democracy while still considering the needs of individuals (Sumitro et al., 2017). The digital era has also forced Germany to adjust its labour regulations (Storgaard et al., 2023). One example is the introduction of legislation that supports flexible working, such as remote working. These laws not only provide protection for workers but also create a framework that allows companies to adapt to the demands of the digital age. By ensuring that workers' rights are protected, this regulation reflects Germany's commitment to social justice values amidst rapid economic change (Sumitro et al., 2017). However, legal policy in Germany also faces challenges. One of the main challenges is how to address the digital divide that still exists in society. While Germany has an advanced technological infrastructure, not all regions or groups of society have equal access to technology. This can exacerbate social inequalities and hamper efforts to integrate the unemployed into the digital labour market. To address this issue, the German government has launched initiatives to expand high-speed internet access and improve digital literacy among underserved communities. Another challenge is the resistance of some groups in society and the business sector to policy change. For example, the introduction of new legislation often faces criticism for being burdensome to companies or not effective enough in achieving its goals. In this context, an evidence-based approach is important to ensure that the policies implemented actually have a positive impact on society. The period from 2011 to 2024 shows how Germany is working to adapt its legal system to remain relevant in the digital age. The legal policies implemented reflect not only a response to labour market challenges but also an effort to create a more inclusive and sustainable economic system.

### *Comparing Finnish and German Legal Systems in Implementing Economic Democracy for the Unemployed in the Digital Age*

The digital revolution has brought profound changes in various aspects of people's lives, including the structure of the global labour market. These changes not only generate new opportunities but also great challenges, especially in terms of structural unemployment caused by automation, artificial intelligence, and other technological transformations (Iskan, 2021). In the face of these challenges, countries with strong legal systems such as Finland and Germany have become interesting study models due to their unique approach to the application of economic democratic principles. This article focuses on a comparative study of the two countries' legal systems in addressing unemployment in the digital

age, using a sociolegal approach to explore how their policies reflect the values of social justice and economic inclusion (Marat and McCarthy, 2020).

Finland and Germany have a long tradition of combining the principles of economic democracy with social policy. While sharing similar fundamental values, the two countries have developed different approaches to managing the challenges of the digital age. Finland, for example, is known for its innovative approach that places policy experimentation at the centre of social reform efforts. One of the most striking policies is the universal basic income programme that was piloted in 2017-2018. The policy was designed to provide a financial safety net for individuals who lost their jobs due to technological disruption, while allowing them the freedom to seek employment or retraining opportunities without undue financial pressure. While the results of the programme are still being debated, the move reflects Finland's boldness in trying new solutions to unemployment in the digital age. Germany, on the other hand, emphasises a more structured approach based on a strict regulatory framework. The German legal system is designed to ensure economic stability while providing adequate social protection for workers. One of Germany's flagship policies is Arbeitslosengeld II, also known as Hartz IV. This policy not only provides financial support for the unemployed but also requires them to retrain or actively seek employment. In addition, Germany also invests significant resources in vocational education and industry-based training programmes to ensure that the workforce remains relevant to the changing needs of the labour market.

A sociolegal perspective provides a useful framework for understanding how the legal systems in these two countries function as tools to promote economic democracy. In the Finnish context, law is used to create space for innovative social experiments, such as regulations related to basic income or flexible working policies (Kholis et al., 2023). This approach shows how law can serve as an instrument to promote economic inclusion amidst rapid technological change. Meanwhile, in Germany, law is more often used to provide structure and stability, such as through labour regulations that protect workers' rights and ensure fair access to training programmes (Sumitro Dkk, 2017). Both countries also face similar challenges, such as the digital divide and resistance to policy change. In Finland, the digital divide remains a problem, especially in rural areas that are underserved by technological infrastructure. This can hinder people's access to technology-based job opportunities. The Finnish government has launched various initiatives to address this issue, including expanding high-speed internet access and improving digital literacy among the public. In Germany, similar challenges arise in the form of resistance from the business sector to policies that are perceived as burdensome, such as strict regulations on flexible working or training programmes that require large investments.

Comparative studies between Finland and Germany also reveal differences in how these two countries view the role of the state in supporting unemployment. Finland tends to adopt a more progressive approach, giving

individuals the freedom to explore various opportunities through policies that support personal autonomy (Sumitro et al., 2017). In contrast, Germany places more emphasis on shared responsibility between individuals, the government and the private sector, which is reflected in policies that require active participation of the unemployed in training or job search programmes. The period from 2011 to 2024 witnessed both countries adapting their legal systems to meet the challenges of the digital era. The policies implemented reflect their commitment to the principles of economic democracy, albeit with different approaches. Finland and Germany demonstrate that there is no single solution to tackling unemployment in the digital age. Instead, success depends on how each country adapts their policies to their unique social, economic and cultural contexts.

## CONCLUSION

Finland and Germany have developed distinct strategies to integrate the principles of economic democracy in addressing unemployment in the digital age. Finland adopts an innovative, flexible approach, with policies like the universal basic income pilot, which provides financial support for those impacted by technological disruption, while also encouraging personal autonomy in seeking employment or retraining. Additionally, Finland emphasizes digital skills development and collaboration with the private sector and educational institutions to ensure that its workforce remains adaptable to technological changes. On the other hand, Germany follows a more structured approach, focusing on comprehensive social protections like Arbeitslosengeld II (Hartz IV) and digital upskilling programs. These initiatives combine financial support with active retraining and job search requirements, ensuring that workers can transition effectively into the digital labor market. Both countries face similar challenges, such as the digital divide and resistance to policy changes, but Finland leans towards a progressive model that emphasizes individual freedom, while Germany fosters a model of shared responsibility among individuals, the government, and the private sector. Despite these differences, both countries show that successful policies to address unemployment in the digital age must be tailored to the specific social, economic, and cultural contexts of each nation, offering valuable insights for other countries looking to create sustainable and inclusive economic systems amidst technological change.

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