



Labour market flexibility has been introduced in Indonesia for decades since the Manpower Act No. 13 of 2003. Existing studies have thoroughly investigated the impact of labour market flexibility under the Manpower Act No. 13 of 2003, which creates more precarious working conditions. However, the recent Job Creation Act No. 6 of 2023 has further deepened the labour market's flexibility, creating a gap in current studies as the effects of this new legislation remain underexplored. This study discusses this gap by analysing the impacts of labour market flexibility on working conditions in a Japanese metal company in West Karawang. Key findings reveal that labour market flexibility has exacerbated precarious working conditions and undermined job security. This study further explores various workers' resistance strategies to labour market flexibility, examining both overt and covert resistance strategies employed in the workplace—a dimension frequently overlooked in prior research. This study offers important insights into the existing gap by examining how the deepening of labour market flexibility affects current working conditions and the dynamics of workers' resistance in the workplace.