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► Understanding working conditions of fishers in Indonesia

Evidence from the 2024 Survey on Decent Work in Marine Fishing

Indonesia is the largest archipelagic country in the world and has the fourth longest coastline. The fishing sector plays a crucial role in the country's economy, providing jobs and livelihoods for millions of citizens. In 2021, the fisheries sector contributed 2.8 per cent to Indonesia's GDP, and 2.36 million people were employed in capture marine fishing, roughly 1.3 per cent of the working population.

Marine fishing is one of the most hazardous and physically demanding professions, exposing workers to harsh weather, dangerous equipment, and the risks of piracy or unregulated waters. Fishers often endure long periods at sea in challenging conditions, facing physical exhaustion, psychological stress, and limited access to food, medical care or communication. Additionally, the isolation of fishing vessels leaves workers vulnerable to exploitation, forced labour and abuse, with little oversight or protection.

This situation has prompted the ILO to establish international labour standards aimed at improving the rights and working conditions of fishing workers. The Work in Fishing Convention, 2007 (No. 188) sets binding requirements for decent working conditions, including protections against forced labour and trafficking.

Indonesia has laws and regulations governing decent work in the fishing sector and has enhanced fundamental principles and rights at work, including combatting forced labour and child labour by ratifying relevant ILO Conventions such as the Forced Labour Convention, 1930 (No. 29); Abolition of Forced Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); and the Worst Forms of Child Labour Convention, 1999 (No. 182). Indonesia has made significant strides in improving fishers' welfare and ensuring fair labor practices. The Ministries of Manpower and Marine Affairs have strengthened joint inspections, enhancing enforcement and remediation efforts. A Trade Union Network now amplifies fishers' voices, and the Migrant Resource Center in Pematang launched in 2024 offer a space for grievances. Several employers have integrated human rights into due diligence and developed a Fair Recruitment Code of Conduct.

Despite these initiatives, challenges in the fishing sector persist due to overlapping jurisdictions and difficulties in enforcing labour regulations, particularly for small-scale and distant water fishing fleets. Ratifying Convention No. 188 and 2014 Protocol to the Forced Labour Convention, 1930 (No. 29) as well as the other ILO fundamental conventions would further contribute to the process of alignment of national laws with international labour standards, strengthening efforts to improve fishers' working conditions and combat forced labour.

This report presents the findings of the 2024 ILO Survey on Decent Work in Marine Fishing, alongside the results of interviews, focus group discussions, and consultation workshops conducted by BRIN (Research Center for Population of the National Research and Innovation Agency) in collaboration with the ILO. The research focuses on key indicators of decent work for workers in marine fishing, including employment status, earnings, working hours, health and safety, social security, and the prevalence of child and forced labour. Indicators concerning decent work are built against directives from international labour standards, particularly Conventions Nos. 188, 138, and 29, as well as other ILO fundamental instruments. A discussion of current legislation offers contextual insights into legislative gaps and inconsistencies with these international standards.

The Decent Work Survey in Marine Fishing is another significant step toward promoting decent work in the sector. As the first country to undertake this survey, Indonesia is leading the way in ensuring transparency in the fishing industry, guided by the principle that what isn't measured can't be improved.

The survey is based on interviews with nearly 3,400 fishers from 18 ports, representing various types of ports nationwide. The findings reflect the perceptions of fishers interviewed in the surveyed ports regarding their working conditions.

Demographic characteristics of the marine fishing workforce

The marine fishing workforce is almost exclusively male and predominantly national – that is, Indonesian citizens – with an average age of 40 years. Young fishers are more likely to be employed on large and medium-sized vessels. On average, only one in five fishers in the selected ports holds an education higher than secondary school (17.8 per cent), with a greater proportion of workers on large and medium vessels and the lowest proportion on small vessels. Acknowledging the importance of investing in fishers' education and skills, the Indonesian Government has implemented several measures to strengthen fishers' skills. However, recent studies have underscored the need to introduce more effective vocational education programmes that cater to the specific demands of the fishing industry.

Small-scale fishing vessels often operate as a family business and typically employ small crews of family or local community members. These vessels are more likely to be operated by the owner of the vessel without a recruited crew (40 per cent) or family members engaged in the business activities (12 per cent). Fishers on medium and large vessels generally have more structured and formal employment relationships, with almost all crew members working as employees (95 and 98 per cent respectively). In both cases, however, violations of decent work standards may occur. On small fishing vessels, informal work environments, a lack of resources, outdated vessels and technologies may jeopardize working conditions. On medium and, particularly, large vessels, fishers rely heavily on their employers for financial stability. This reliance may result in fishers acceptance of unfavorable working conditions or, in extreme situations, being coerced into working.

Recruitment and migration

The survey indicated that over one-third of fishers in the selected ports (35 per cent or 32,915 fishers) migrated internally for work – moving between districts or cities, either within the same province or across provincial boundaries. The absence of international migrants is due to the relatively strict regulations regarding the employment of foreign fishing workers in Indonesia. Small vessels primarily hire local workers (94 per cent) who reside near the port. Conversely, workers tend to migrate internally to take jobs on medium and large vessels; internal migrants comprise over one-third of those working as employees on medium vessels (36 per cent) and more than two-thirds (66.2 per cent) on large vessels.

The practice of paying recruitment fees and related costs to secure job placements makes migrant workers particularly vulnerable to obtaining jobs with decent work deficits. Employers, recruiters or travel intermediaries can impose these recruitment-related fees, or in some cases, corrupt officials may also demand bribes or kickbacks. Consequently, many workers incur substantial costs during the recruitment process, which can result in debt bondage.

The ILO General Principles and Operational Guidelines for Fair Recruitment and the Definition of Recruitment Fees and Related Costs (ILO 2019) state that “no recruitment fees or related costs should be charged to, or otherwise borne by, workers or job seekers”. This principle is enshrined in Convention No. 188 and the Private Employment Agencies Convention, 1997 (No. 181), not yet ratified by the Indonesian Government, and within national labour law such as Law No. 13 of 2003 on Manpower.

Despite clear national and international regulations, the survey highlights a significant gap in enforcing fair recruitment within the fishing industry in Indonesia, raising concerns about the enforcement of Law No. 13 of 2003. According to the survey, 61.5 per cent of internal migrant fishers working as employees reported incurring recruitment fees and related costs to secure employment. This practice is more frequent for fishers employed on medium vessels (70 per cent), followed by small vessels (65.5 per cent) and large vessels (54 per cent).

The survey indicated that travel costs are the most prevalent recruitment expense incurred by internal migrant fisher employees (58 per cent), followed by preparation costs (18 per cent). Preparation costs encompass expenses for necessary documents and equipment, such as fishing rods, required for the job. Only a small proportion of internal migrant fishers pay costs associated with individual or agency brokers, highlighting the widespread use of informal recruitment practices within Indonesia's fishing

sector, particularly in small and medium-sized vessels. According to the survey, a mere 2.2 per cent of migrant fishers secured their jobs through recruitment agencies or brokers. Most workers found employment through family or friends (over 73 per cent) or by directly approaching the captain.

Migrant employees must repay an equivalent of 1.7 months of their annual earnings to pay back recruitment costs (SDG indicator 10.7.1). This figure is significantly higher for smaller vessels, at approximately 9.9 months. This suggests that fishers would need to work for nearly a year solely to cover their recruitment fees and related costs. While recruitment costs and related fees are often higher among international migrants, the survey highlights that national workers, especially internal migrants, are not exempt from the vulnerability created by high recruitment costs.

Employment contract

According to ILO Convention No. 188, Article 20, vessel owners are responsible for ensuring that each fisher has a written work agreement signed by both the fisher and the fishing vessel owner or by an authorized representative of the fishing vessel owner, providing decent work and living conditions on board the vessel. The Indonesian Government requires all fishers to have a valid “Perjanjian Kerja Laut” (PKL) or Fishers’ Work Agreement before starting employment on any vessel. The PKL is a formal contract between a shipowner or employer and a fisher which outlines the terms and conditions of employment for individuals working aboard vessels.

However, the survey findings reveal that only 9.3 per cent of all fishers possess written contracts. This proportion can be as low as 1.5 per cent for small vessels, which are characterized by a high degree of informality. Medium vessels perform slightly better, with 3.5 per cent of workers employed under written contracts, while large vessels demonstrate a higher level of formalization with 18.4 per cent of workers having written contracts.

The survey indicated that verbal agreements are the predominant form of employment contract across vessels of all sizes and continue to be a widespread practice in employment relationships with fishers in Indonesia. The percentage of verbal agreements is highest on large (69.6 per cent) and medium vessels (62.6 per cent), followed by small vessels (49.2 per cent).

The condition of fishers without a written or verbal agreement is concerning, as it leaves 26.3 per cent of fishers at risk of exploitation, job insecurity and unclear expectations. The prevalence of this condition is highest on small vessels, where nearly half (49.3 per cent) of the workforce lacks any agreement, reflecting high informality likely due to the prevalence of family business relationships. Medium vessels follow with 33.1 per cent of workers in this category, while large vessels have the lowest proportion at 11.6 per cent. This figure highlights a significant gap in employment practices, with fishers on small vessels being more vulnerable to risks arising from unclear and irregular working conditions.

Working time

According to ILO Convention No. 188, Article 14, working hours for fishers are defined in terms of minimum rest periods. The Convention stipulates that for fishing vessels operating for more than three days, the minimum rest period for crew members should not be less than 10 hours in any 24 hours and 77 hours over seven days. Consequently, any work exceeding 14 hours per day or 91 hours per week is classified as excessive working hours in the survey analysis. It is worth noting that the Convention allows for some temporary exceptions in cases of emergency and under the condition that the fishers receive compensation in a period of rest as soon as possible. The regulation of working hours in Indonesian legislation appears fragmented, lacking a clear and consistent direction across various legal instruments.

The survey reveals that overall, 15.8 per cent of fishers across the 18 surveyed ports worked more than 14 hours per day, while 11.3 per cent worked more than 91 hours per week. Excessive working time was most common on medium-sized vessels, where 24.1 per cent of fishers worked more than 14 hours a day, and 18.4 per cent worked over 91 hours a week. In contrast, fewer fishers reported excessive working time on large vessels, with only 6.5 per cent exceeding 14 hours a day and 8 per cent surpassing 91 hours

a week. On small vessels, 15.2 per cent of fishers worked excessive time daily, and 6.6 per cent worked excessive time weekly.

The irregular pattern of work and rest highlights the inherent complexity in assessing working time in the fishing sector, where the boundaries between working hours and rest periods are often fluid and lack a clear distinction between work and rest time. At times, rest periods may be used for work, while working hours may be spent resting, such as when waiting for fish to gather. This irregularity presents potential challenges in adhering to standardized labour regulations.

Methods of payment and amounts

Workers in the marine fishing industry in Indonesia are paid through various methods, often tailored to the specific nature of their work and the economic practices of the sector. The survey reveals that the most frequent payment method is catch-sharing, which is used to pay two-thirds of fishers (62.7 per cent). This method is used by nearly all fishers employed on small vessels (90 per cent), roughly half of those employed on medium-sized vessels (56.4 per cent) and a lower proportion of those employed on large vessels (38.1 per cent). The second most common payment method combines the share-of-catch system and performance-based bonuses. This approach is utilized to compensate 16.1 per cent of fishers, but it is more frequently employed to pay fishers working on medium (21.2 per cent) and large vessels (21.5 per cent). The third most common payment method combines a lump sum with a performance-based bonus. On average, this method is used to compensate 9.2 per cent of fishers, more frequently on large (19.1 per cent) than medium vessels (9.4 per cent) and only very rarely on small vessels (0.4 per cent).

These results reveal that small vessels rely heavily on the catch-share system as their primary payment method. In contrast, medium and large vessels are more likely to adopt diverse payment methods such as additional bonuses, lump-sum payments and fixed wages. Overall, the survey highlights employers' preference for compensating fishers through remuneration systems that enable them to share the business risk with their employees. Indeed, only 4.5 per cent of fishers in the 18 surveyed ports are compensated with regular wages or a combination of regular wages and alternative payment methods. This proportion varies, with 11 per cent of fishers on large vessels, 3.5 per cent on medium vessels, and almost none on small vessels. Payment methods differing from regular wages also enable employees to earn higher remuneration linked to their performance. Fishers who receive a fixed wage tend to have the lowest or among the lowest average earnings among those employed on medium-sized vessels.

In some cases within the marine fisheries sector, fishers do not receive their payment immediately upon completing their fishing but only after several trips or contingent upon the catch they sell. While these systems are intended to help employers manage cash flow in an industry with fluctuating revenues, they can create financial uncertainty for fishers.

The survey assesses whether fishing workers have experienced withholding of payments by asking what would prevent them from leaving the vessel if they wished to. Around 2 per cent of workers indicated that they would not receive payment for the work they have already completed if they chose to leave the vessel. Binding workers to the vessel and the job through non-payment of their owed wages exposes them to the risk of forced labour.

In-kind payments, such as food, accommodation or equipment, also play an essential role in the compensation package for workers in the marine fishing sector. At the sampled ports, 30.8 per cent of fishers received in-kind payments. Workers on large vessels account for the highest proportion of recipients at 52.7 per cent. Workers on medium vessels follow in second place, with 35.3 per cent, and only 7.1 per cent of workers on small vessels received in-kind payments.

Fishers are also subject to a variety of deductions. The survey indicates that, on average, 3.5 per cent of fishers experience deductions for recruitment-related costs, but deductions are more frequent among fishers on large vessels (8.2 per cent). Moreover, 25.3 per cent of all fishers experienced deductions for reasons other than recruitment. This type of deduction is common on large vessels (50 per cent) and less common on medium (25 per cent) and small vessels (3.4 per cent). The most likely reasons for deductions

on large vessels are for “repayment of wage advances” and “money owed for the education of children, family members, weddings, funerals, social costs, or other family needs”. Following these, albeit with much lower proportions, are deductions for extra food and recreational needs, regular food, personal protective equipment (PPE) or other equipment, and accommodation.

Social protection

The survey reveals that most fishers are not enrolled in a social security programme. Overall, 71 per cent of fishers across the 18 ports surveyed lack employment-related social security. The lack of coverage is more pronounced among fishers on small vessels (87 per cent), followed by medium (75 per cent) and large vessels (48 per cent). The health social security scheme covers more fishers than the employment scheme; however, over half of fishers lack access to health social security, with minimal variation across vessel sizes.

It is crucial to note that a significant proportion of fishers are unaware of whether they are enrolled in either type of scheme. This highlights a lack of workers’ awareness of their rights. Fishers should receive a card with a unique identification number that enables them to exercise their rights when necessary. If they respond that they do not know, this may indicate that they either never received the card or received it but are not benefiting from the associated social protection schemes.

Safety on board

The survey’s findings reveal that workers encountered a range of occupational hazards. Nearly 45 per cent of fishers reported facing hazardous conditions related to weather events, such as the necessity to set nets in extreme weather or the heightened risk from weather-induced hazards like storms, large waves or lightning.

The second most common hazard fishers mentioned was PPE and safety-related risks, including the lack of access to on-board safety equipment, absence of PPE, insufficient safety briefings on board, and the failure to provide adequate warm clothing.

The technical conditions of the vessels are also among the most frequently cited safety concerns. Overall, nearly 11 per cent of workers reported safety issues related to the vessels, including risks associated with the technical conditions on board, lack of stability due to the regular overloading of vessels, and vessels unfit to sail.

The lack of safety measures related to toilets increases the risk of accidents, as workers can fall overboard, especially in rough seas. Lack of privacy and hygiene is also a major concern.

Extreme fatigue and tiredness affect 7.4 per cent of all workers. Fatigue can lead to impaired decision-making and slower reaction times, significantly impacting the safety of the crew and the overall operations vessel. Interpersonal conflicts among fishers were reported by 1.5 per cent of all workers, mostly those on large vessels.

Freedom of association and collective bargaining

Indonesia ratified the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98) through Act No. 18 of 1956, and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) through Presidential Decree No. 83 of 1998. Convention No. 87 guarantees workers and employers the right to form and join organizations of their choice without state interference, reflected in Indonesia’s low threshold of 10 workers required to establish a union. Convention No. 98 protects workers from employer retaliation for union activities and ensures their right to collective bargaining, allowing negotiations at the enterprise, sectoral or multi-employer levels.

Currently, Indonesia does not have collective bargaining agreements (CBAs) to establish and regulate the terms of employment for fishers or specific groups of fishers.

The survey reveals a very low union membership rate among fishers, averaging 10 per cent. Fishers on medium vessels report the lowest union membership rate at 8.6 per cent, while it is slightly higher at 9.6 per cent for fishers from large vessels. Workers on medium and large vessels typically come from areas outside the port region, lacking connections with local fisher's unions. In contrast, small vessel fishers are more inclined to participate in fisher associations, although union membership remains relatively low at just 12.6 per cent.

Several factors may help explain the low unionization rate in this sector, including the fisher's lack of time and awareness regarding the benefits of trade union membership, an unwillingness to pay membership dues, or simply a lack of interest.

Child labour

Indonesia has ratified both Convention No. 138 and Convention No. 182, and the protection of children is reflected in national legislation. According to the Regulation of the Minister of Marine Affairs and Fisheries No. 33 of 2021, each crew member must be at least 18 years old.

Despite the strict legislation framework, the survey results indicate that child labour remains a concern in the sector. In the 18 ports of interest, 0.7 per cent of interviewed fishers reported they were under the age of 18, primarily boys aged 15–17 working in small and medium-sized ports. This means that for every 1,000 fishers, approximately seven were children. However, there is reason to believe that this type of survey was not fully equipped to capture child labour in the marine fishing industry at the time of the survey. A different way of capturing the prevalence of child labour in the sector is by analysing the times when interviewed workers started working in marine fishing. The survey indicates that almost 47 per cent of all workers started working in marine fishing when they were under 18 years old. While children may have started working in the sector as seasonal workers or part time, the high percentage of children starting work at an early age in such a hazardous job raises important questions about the socioeconomic factors driving child labour in fishing and the effectiveness of current policies aimed at curbing it.

Forced labour

As part of its commitment to uphold human rights and labour standards, Indonesia ratified ILO Convention No. 29 on forced labour in 1950 and Convention No. 105 on the abolition of forced labour in 1999. Additionally, Indonesia has ratified the United Nations Convention against Transnational Organized Crime (UNTOC), along with its Protocol to Prevent, Suppress, and Punish Trafficking in Persons, Especially Women and Children (Palermo Protocol). At the national level, Law No. 21 of 2007 on the Eradication of Human Trafficking was enacted to criminalize all forms of human trafficking, including forced labour and sexual exploitation. Despite this legislative framework, ongoing efforts are necessary to ensure full enforcement, provide stronger protections for at-risk workers, and hold perpetrators accountable.

According to the survey, 1.5 per cent of fisher employees in the 18 ports surveyed were possibly trapped in forced labour.

Fishing employees subjected to forced labour often encountered conditions where their identity documents, such as passports and seaman books, were withheld (34.1 per cent). Additionally, they were unable to voice complaints regarding their fishing vessels without significant negative consequences, including risking job loss, deductions in their pay, or experiencing physical violence (28 per cent). They were often prevented from leaving their jobs due to debts owed to the vessel owner, captain or agents (12 per cent).

Workers in forced labour have limited or no freedom to terminate their work contracts. A significant proportion of workers in forced labour reported hazardous conditions that made them fear for their safety or health (27.6 per cent), faced demands for abusive working hours that they had not previously agreed to (21.4 per cent), or encountered degrading conditions regarding the availability of food and

water on the vessel (17.5 per cent). Some fishers, mainly on large vessels with more complex recruitment processes, experienced deceptive recruitment, where they were unaware that they would be working on a fishing vessel, and felt that brokers, recruiters, vessel owners or captains took advantage of them.

The survey indicates that 0.7 per cent of all fishers are in bonded labour, with workers on large vessels constituting the largest proportion (1.1 per cent). Bonded labour is a specific form of forced labour in which individuals are compelled to stay at a job due to debt. These debts can arise when workers or their families take out loans, pay high fees, or receive advance payments from their employer or recruiter. The terms of repayment are often unfair, unclear or illegal, which allows employers to use the debt as a means of coercion to keep the worker in forced labour until the debt is fully repaid. Moreover, 1.2 per cent of fishers reported being trafficked for forced labour.

These data highlight the multifaceted nature of forced labour, coercion and trafficking within Indonesia's marine fishing sector, underscoring the urgent need for robust interventions to address these pervasive issues and protect vulnerable workers. With this survey, Indonesia is setting a global precedent in fostering transparency and accountability in the fishing industry signaling a strong commitment to eliminate forced labour and protect fishers' rights.

The report presents ten priority actions to facilitate further discussions among key stakeholders based on robust evidence that emerged from the Decent Work Survey and consultation with stakeholders.

Priority actions for consideration

1. The analysis of the legal framework in this study highlights the need to harmonize national laws and align them with international labour standards, particularly regarding decent work in the marine fishing sector. Attention should be given to overlapping jurisdictions among the various legal frameworks and authorities. The ratification of Convention No. 188, Convention No. 181, and the Protocol to Convention No. 29 would be important steps in promoting decent work for fishers, including forced labour. To ensure implementation and enforcement of the law, Indonesia may consider prioritizing mechanisms for coordination among relevant authorities at both national and local levels, as promoted by ILO Convention No. 188. A good practice in this respect is the joint inspection mechanism implemented by the Ministry of Manpower and the Ministry of Marine Affairs and Fishing, with ILO support, to carry out joint inspections and refer cases to employers for remediation.
2. The survey results show significant gaps in enforcing fair recruitment standards regulated in national laws and in alignment with international standards. Although there are clear laws and regulations banning recruitment fees and related costs, enforcement gaps exist. Establishing accessible grievance mechanisms will enable fishers to report violations, while implementing remediation programmes to reimburse those who have paid illegal fees can help deter future violations. The ILO's Fair Recruitment Initiative training module on labour inspections and monitoring for the fair recruitment of migrant workers (ILO, n.d.) is an important tool in this regard.
3. The survey results call for addressing the high level of informality in the fishing sector. While all fishers are required to have a Perjanjian Kerja Laut (PKL) or Fishers' Work Agreement, most fishers work under verbal agreements. To tackle this issue, first, the barriers to formalization and the incentives needed to promote it have to be understood. Simplifying contract templates and reducing administrative costs can make formalization more accessible, especially for small-scale fishers.
4. The results highlight the importance of investing in technology and skill development for workers to enhance the fishing sector and improve workers' welfare. Advanced technologies, such as GPS navigation, weather monitoring, and automated catch tracking, can enhance safety and sustainability by reducing risks and improving efficiency.

5. It would be advisable to take proactive measures to expand social security coverage for workers in the fishing sector. To increase participation in social security, there is a need to prioritize awareness to increase understanding of its benefits, to simplify registration processes, and to reduce administrative barriers, making it easier for fishers – especially those in the informal sector – to enrol.
6. The survey results point to a need to advance occupational safety and health (OSH) on board fishing vessels. Regulations in alignment with international standards need to be progressively implemented and enforced considering the sector's current status and potential. This includes mandating the provision of safety equipment, ensuring that vessels are designed and maintained to minimize hazards, and requiring comprehensive training for fishers on emergency procedures, safety protocols and the use of protective equipment.
7. The results underline the importance of increased efforts to overcome structural barriers to unionization and to raise workers' voices through trade unions and collective bargaining. Trade unions should be responsive to fishers' specific needs, ensuring that their services address their concerns. Fostering collaboration with government agencies, industry stakeholders and international organizations can further enhance the impact. The Trade Unions' Network in the fishing sector, supported by the ILO, operates in this direction by fostering a unified voice among trade unions and reinforcing bilateral and tripartite social dialogue within the fishing sector. Additional actions include raising awareness about the benefits of union membership, strengthening worker support in negotiating working conditions and reducing financial barriers to membership to encourage participation.
8. Based on the survey results, there is a need for urgent measures to tackle fundamental principles and rights at work, including child labour, forced labour and trafficking for forced labour in the fishing sector. Decisive action should be taken to eliminate forced labour in the fishing sector by ratifying ILO Protocol 29 on Forced Labour and aligning national legislation with the Protocol and with the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203). These instruments call for stronger prevention, protection and remediation measures, including improved labour inspections, victim identification mechanisms, and access to justice and compensation for affected workers.
9. It is advisable to promote studies that adopt a fisheries supply chain approach to understand the sector's broader structural challenges and opportunities, as well as the crucial role of the sector's stakeholders. A strategic supply chain approach can serve as a key driver of decent work and inclusive economic growth by revealing supply chain incentives that promote fair labour practices and better working conditions. Trade agreements can create opportunities for the fishing industry to access export markets, while strengthening compliance with labour standards will enhance the industry's reputation as ethical and sustainable. In recent years, employers have taken concrete steps to promote decent work in the fishing industry by integrating human rights and labour standards into due diligence processes, offering financial education and training to fishers and their families, and adopting codes of conduct to combat forced labour.
10. The survey results highlight the importance of enhancing data collection and utilization to inform policy decisions in the fishing sector by leveraging administrative records from relevant authorities. Strengthening data coordination across agencies will improve oversight, support evidence-based policymaking, and bolster protections for fishers.

Governments, employers' organizations and workers' organizations all have important roles to play in addressing these priorities through tripartite consultation and social dialogue. This report aims to serve as a valuable tool for facilitating this process.

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