



International
Labour
Organization



BRIN
BADAN RISET
DAN INOVASI NASIONAL

► 2024 ILO Decent Work in Marine Fishing survey in Indonesia

Key findings

Indonesia has ratified 9 of 11 ILO fundamental instruments and is advancing fishers' welfare through legal reforms. Recently, the Ministries of Manpower and Marine Affairs strengthened joint inspections to enhance enforcement and remediation efforts. Initiatives such as the Trade Union Network, the 2024 Migrant Resource Center, and the integration of human rights into due diligence and fair recruitment practices further demonstrate Indonesia's commitment to improving labour 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.

This factsheet presents the key findings of the survey which was conducted by ILO Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) in collaboration with the Research Center for Population of the National Research and Innovation Agency (PRK-BRIN).

► Survey characteristics



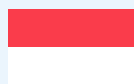
3,396

fishers
interviewed



100%

male



100%

Indonesian
citizens



28%

higher than
secondary
education



35%

internal
migrants



18 ports
of different type
and size

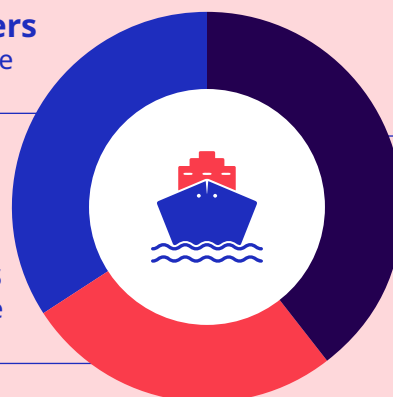


100%
national fleets

1,152 fishers
on small scale
vessels

894 fishers
on large scale
vessels

1,350 fishers
on medium
scale vessels





Small vessels

Gross Tonnage (GT) of less than 10

Generally operated by individual or artisanal fishers who primarily fish for subsistence or local markets and operate close to shore or in shallow waters.



Medium vessels

GT of between 10 and 30

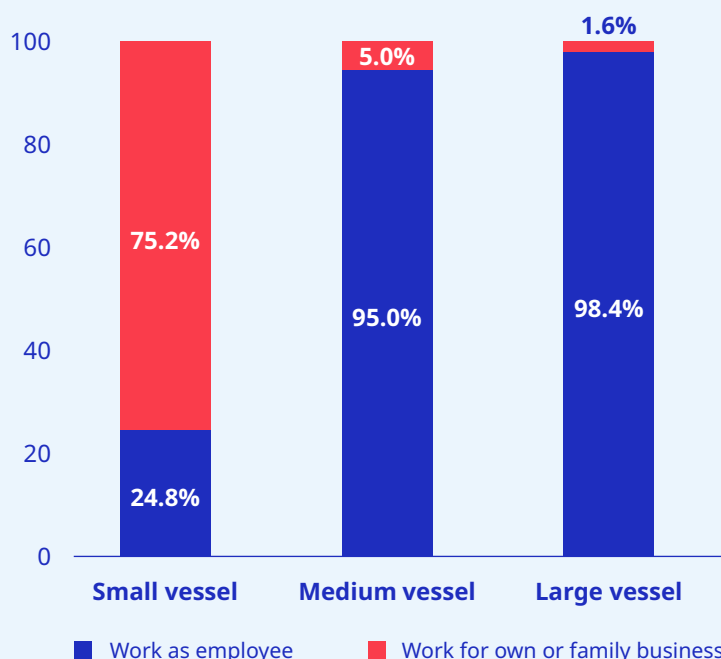
Typically managed by individuals or small cooperatives.



Large vessels

GT of over 30

Typically operated by individuals or commercial companies involved in industrial fishing.



The nature of fishers' employment relationship varies dramatically by vessel size. Small-scale fishing vessels often operate with family-business focus and typically employ small crews of family or local community members. Fishers on medium and large vessels generally have more structured and formal employment relationships.

Key International Labour Standards: Ratification status



Ratified



ILO Fundamental Instruments

- ▶ Forced Labour Convention No. 29
- ▶ Freedom of Association and Protection of the Rights to Organise Convention No. 87
- ▶ Right to Organise and Collective Bargaining Convention No. 98
- ▶ Equal Remuneration Convention No. 100
- ▶ Abolition of Forced Labour Convention No. 105
- ▶ Discrimination (Employment and Occupation) Convention No. 111
- ▶ Minimum Age Convention No. 138
- ▶ Worst Forms of Child Labour Convention No. 182
- ▶ Promotional Framework for Occupational Safety and Health Convention No. 187



Not Ratified



ILO Fundamental Instruments

- ▶ Protocol to the Convention No. 29
- ▶ Occupational Safety and Health Convention No. 155



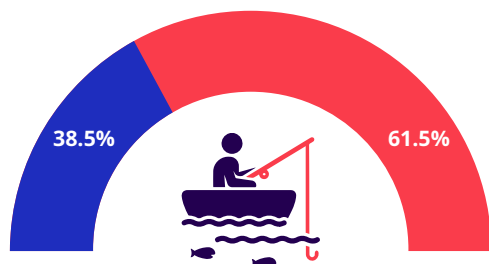
Fishing Sector

- ▶ Work in Fishing Convention No. 188

► Recruitment and migration



Among internal migrants, **61.5%** paid recruitment fees or other costs related to recruitment.



■ Internal migrant fishers did not pay recruitment fees ■ Internal migrant fishers paid recruitment fees

The ILO General Principles and Operational Guidelines for Fair Recruitment and the Definition of Recruitment Fees and Related Costs 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, among others ILO conventions, as well as Indonesian Laws.

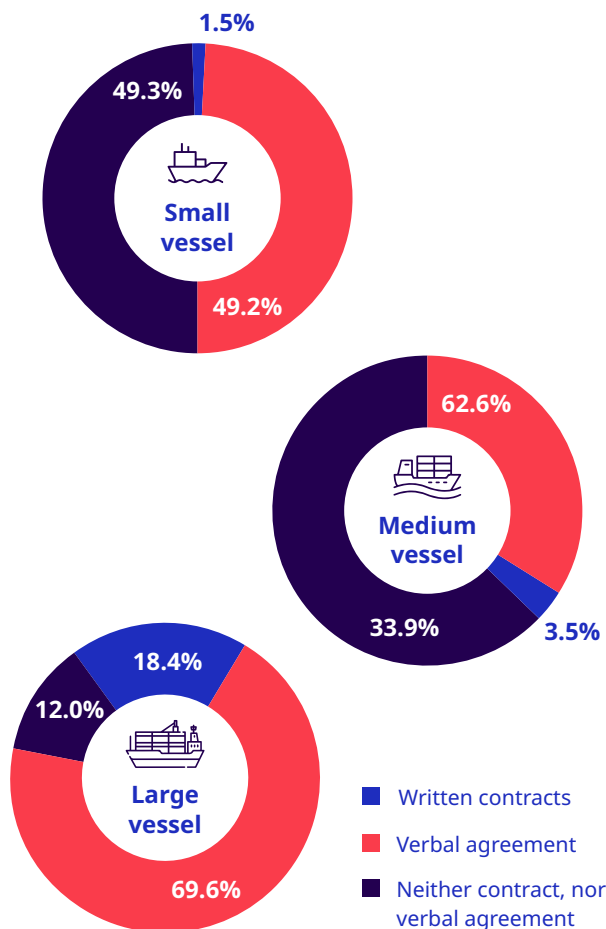


Indicator 10.7.1

Recruitment cost borne by employee as a proportion of monthly income earned in country of destination

Migrant employees must repay on average an equivalent of 1.7 months of their annual earnings to pay back in recruitment costs.

► Contract



Written contracts are rare. On small vessels, almost none of the fishers have written contracts, reflecting high informality. On medium and large vessels, the share of fishers with written contracts is higher, but the large majority are with only verbal agreement or without contracts.

► Payments



Share of fishers paid with share of catch

► Small vessel **90%**

► Medium vessel **56%**

► Large vessel **38%**



► **4.5%**

Share of fishers paid with fixed wage

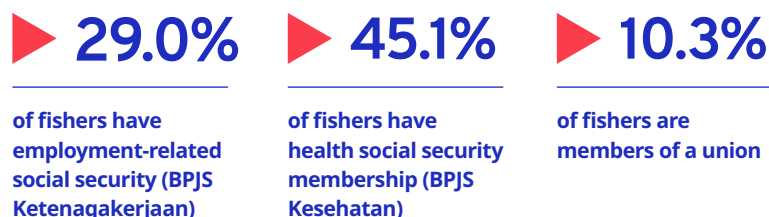
Fishers are most frequently paid with a share of the catch, especially on small and medium vessels, while only 4.5% of all fishers receive a fixed wage. Employers compensate fishers through a combination of a share of the catch, bonuses, and lump sums, aiming to incentivize performance while also distributing business risks.

► Safety

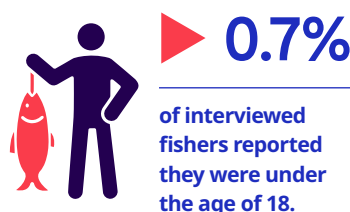


Fishers encounter a range of occupational hazards, related to the weather, technical conditions and the lack of safety and personal protective equipment.

► Freedom of association and social security

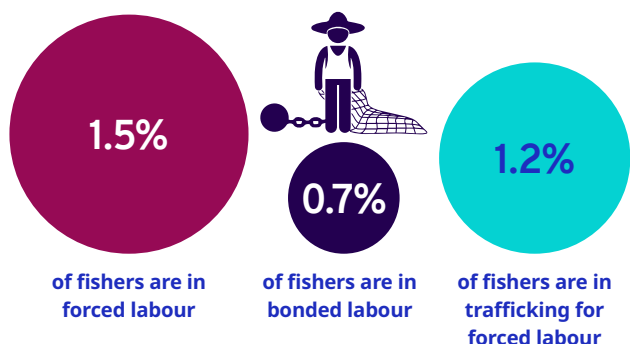


► Child labour



For every 1,000 fishers, approximately seven were under the age of 18, highlighting the presence of child labour across the 18 ports surveyed. Children engaged in fishing were primarily boys aged 15–17.

► Forced labour and trafficking for forced labour



Workers who experience both involuntary work (work in the absence of free and informed consent) and coercion during their employment period are in forced labour.

Bonded labour is a specific form of forced labour in which individuals are compelled to stay at a job due to debt owed to the recruiter or employer.

Trafficking for forced labour is a special form of trafficking in persons, in which individuals are trafficked for the purpose of forced labour.

Major means of coercion (% of fishers in forced labour)



Major conditions that give rise to involuntary work (% of fishers in forced labour)

