

► Understanding working conditions of fishers in Indonesia

Evidence from the 2024 Survey on Decent Work in Marine Fishing

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► Scope and Objective of the Decent Work Marine Fishing Survey

Scope. Assessment of working conditions of fishers employed in marine fishing (ISIC code 0311).

Objective. Provide a baseline on the decent work deficit in the sector in alignment with national and international labour standards.

Method. Survey to obtain statistically representative data that can be replicated to measure progress.



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

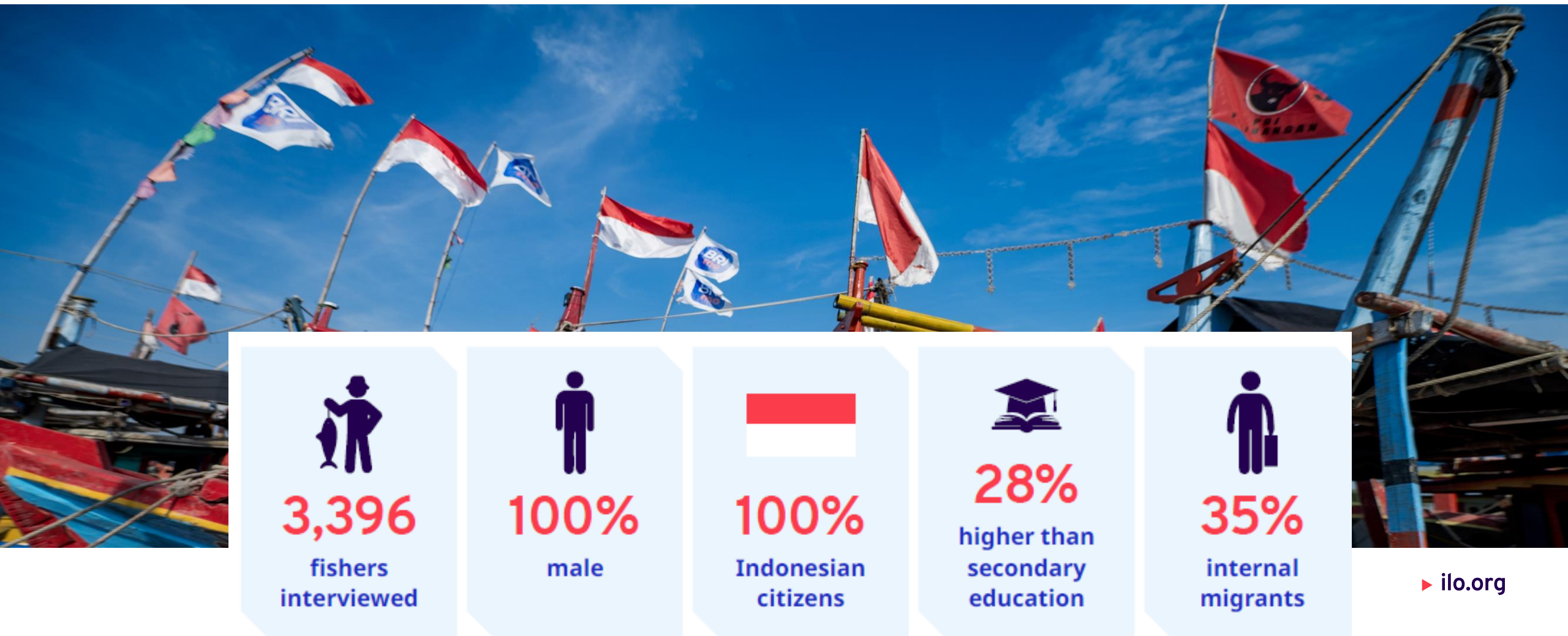
- ▶ Protocol to the Convention No. 29
- ▶ Occupational Safety and Health Convention No. 155



Fishing Sector

- ▶ Work in Fishing Convention No. 188

Survey characteristics



Survey characteristics



18 ports
of different type
and size

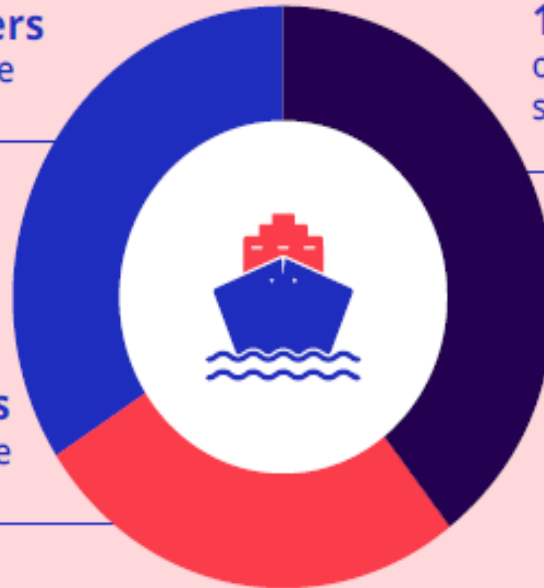


100%
national fleets

1,152 fishers
on small scale
vessels

1,350 fishers
on medium
scale vessels

894 fishers
on large scale
vessels



Small vessels

Less than 10 tons of gross tonnage

Generally operated by individual or artisanal fishers who primarily fish for subsistence or local market and operate close to shore or in shallow waters, usually within 12 nautical miles (NM) of the coast



Medium vessels

Between 10 and 30 tons of gross tonnage

Often managed by small cooperatives that engage in semi-commercial fishing in nearshore waters, ranging from 12 to 200 NM

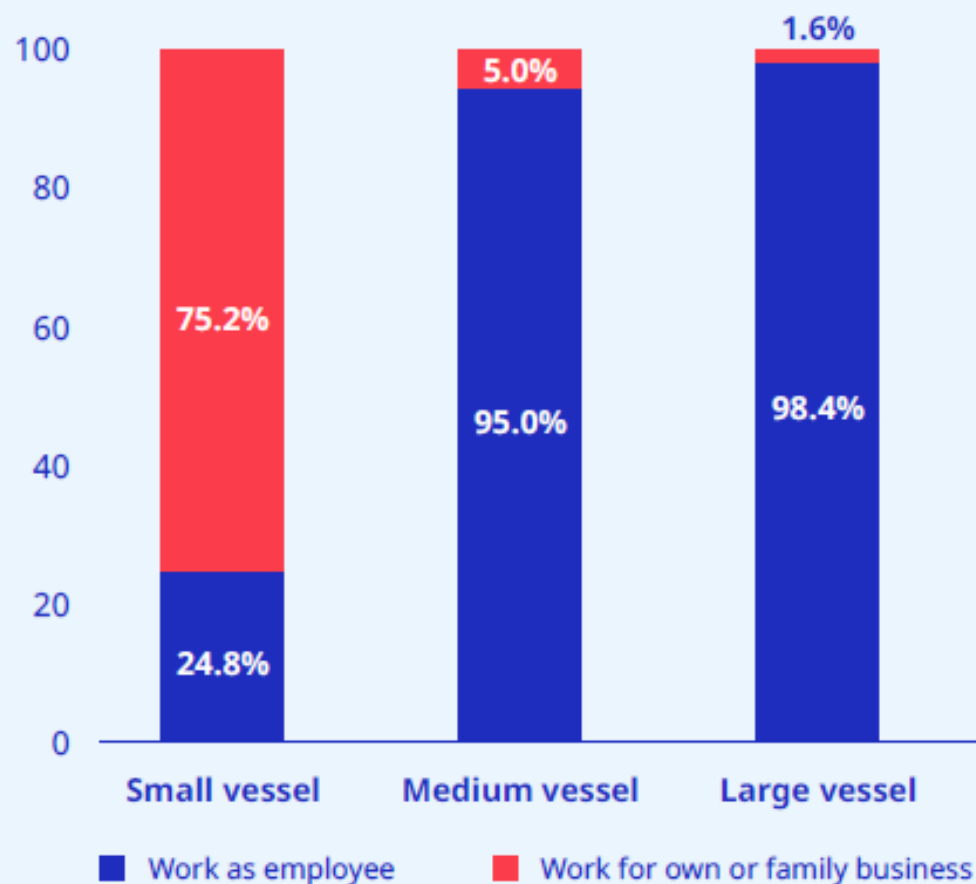


Large vessels

Over 30 tons of gross tonnage

Typically operated by commercial companies that conduct industrial-scale fishing in the open sea beyond 200 NM

Status in employment



Small vessels

Small-scale fishing vessels often employ small crews of family or local community members under informal setting.



Medium vessels



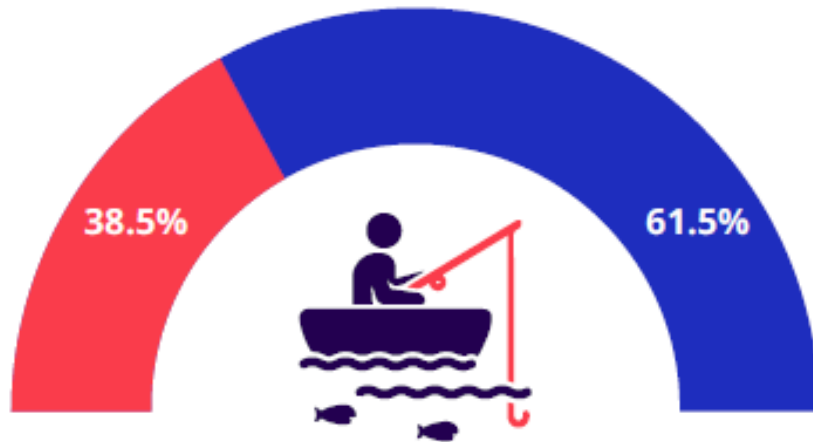
Large vessels

Fishers on medium and large vessels have more formal employment relationship

Recruitment and migration



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



■ Internal migrant fisher paid recruitment fees

■ Internal migrant fisher did not pay recruitment fees

Migrant employees must repay on average an equivalent of 1.7 months of their annual earnings to pay back in recruitment costs (SDG indicator 10.7.1)

Indicator 10.7.1

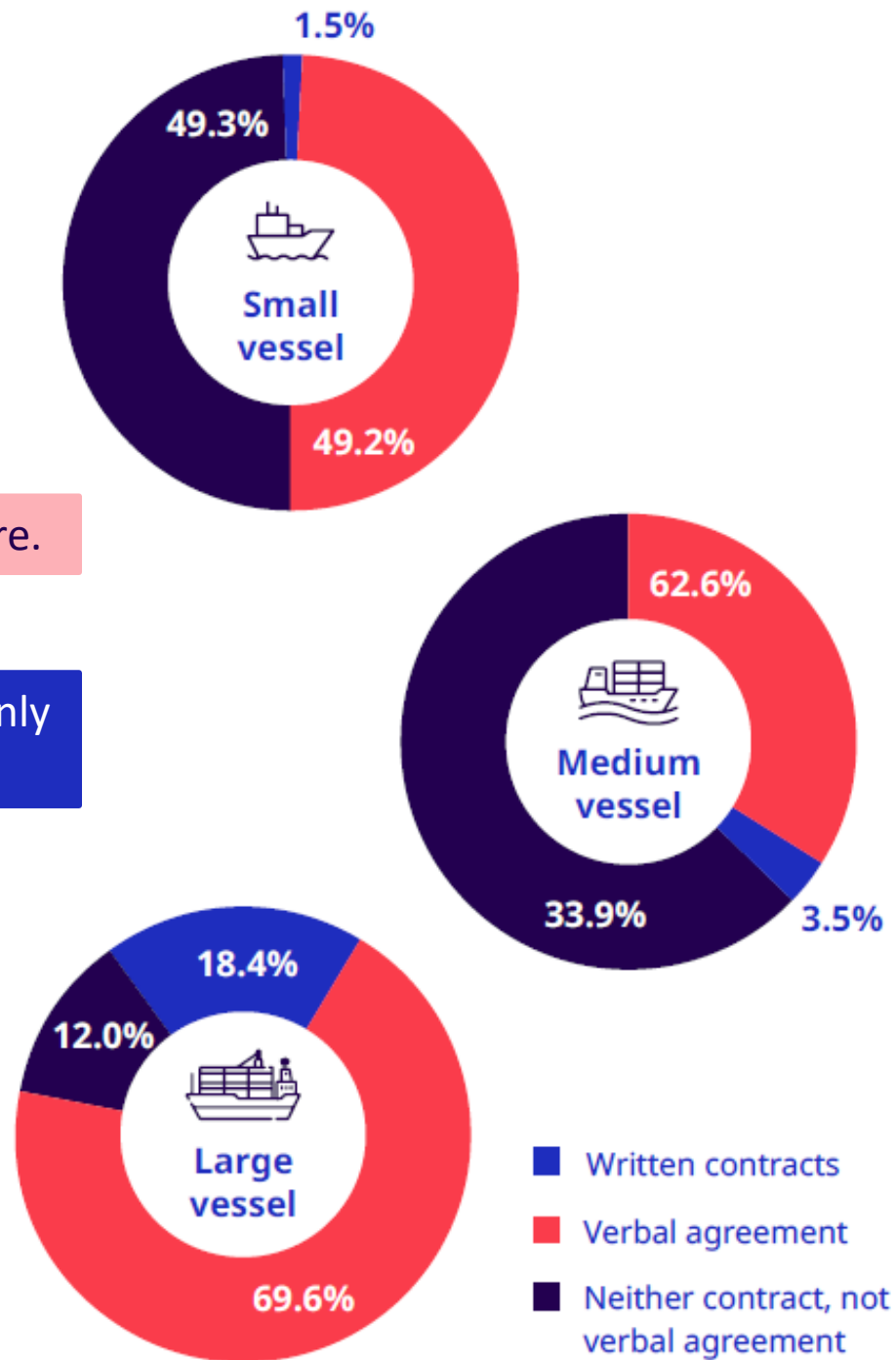
Recruitment cost borne by employee as a proportion of monthly income earned in country of destination



Contract

Written contract are rare.

Most fishers are with only verbal agreements



Payment



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 paid with a combination of methods to incentivize performance while also distributing business risks.

The most common methods of payment are share of catch, bonuses, and lump sums

Safety



Storms, big waves,
lightning, extreme
weather

44.7%



No on-board safety
equipment, no
personal protective
equipment

13.0%



Engine failure, ship
damage, overloading

10.9%



Extreme tiredness,
fatigue

7.4%



Getting in the water to
lift the next

4.8%



Social protection and freedom of association

▶ 29.0%

of fishers have
employment-related
social security (BPJS
Ketenagakerjaan)

▶ 45.1%

of fishers have
health social security
membership (BPJS
Kesehatan)

▶ 10.3%

of fishers are
members of a union

Participation in the social security system and in unions is very low amongst Indonesian fishers, further contributing to their vulnerable status.



Child Labour

▶ **0.7 %**

of all fishers are
in child labour

636 children in child
labour were estimated
in the 18 ports covered
by the survey.

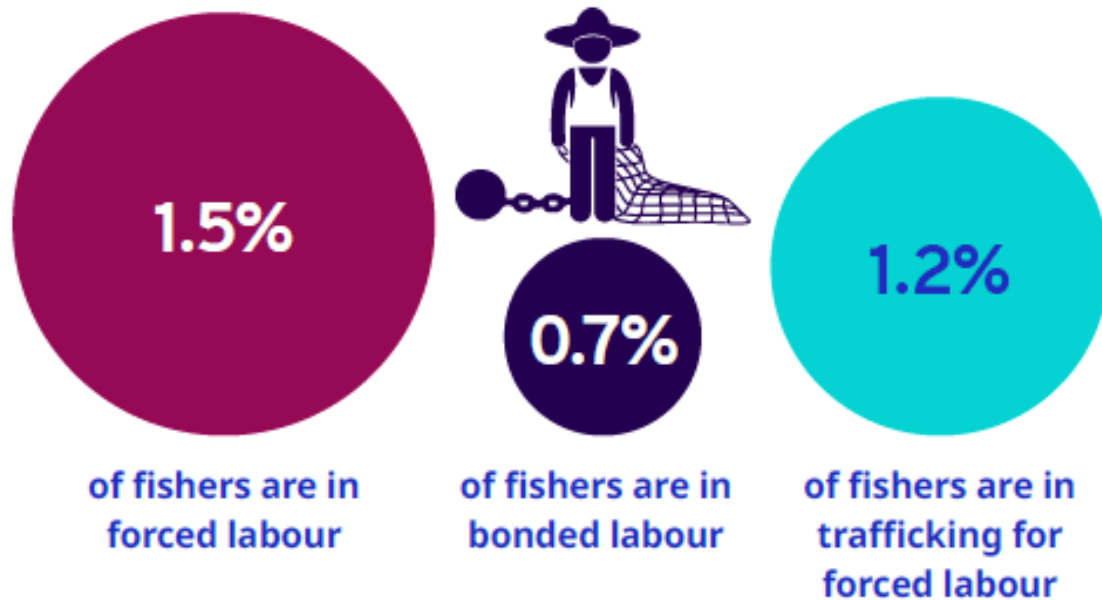


▶ **47.0%**

of fishers started
working in marine
fishing before they
were 18 years old

There is evidence that child
labour is still widespread
in the marine fishing
industry even if detecting
and measuring it remain
challenging.

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.

Coercion and Involuntary work

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



Fishers do not have access to their identification documents (withheld by the recruiter or captain)

34.1%



Fishers cannot complain without serious negative consequences (lose job, lose partial pay, physical violence, denied food, water or medical care)

28.0%



Fishers cannot leave the job due to a debt owed or a threat to be report to the authorities

12.1%

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



Fishers want to terminate work contract but cannot do so

38.8%



Fishers have to work in hazardous conditions that make them fear for their safety or health

27.6%



Fishers experience abusive requirements for excessive working hours

21.4%

► Priority actions for consideration

1. **Harmonize national laws and align them with international labour standards** while improving coordination among authorities.
2. Enforce **fair recruitment standards** and **accessible grievance mechanisms**.
3. Create incentives to promote **formalization** and **fishers' work agreements**.
4. Invest in **technology** and fishers' **skills** development to improve welfare and productivity
5. Expand **social protection coverage** enhancing awareness and accessibility



► Priority actions for consideration

6. Progressively advance **occupational safety and health** (OSH) on board fishing vessels considering the sector's challenges and potential.
7. Remove barriers to **unionization** and raise **workers' voices** through trade unions and collective bargaining.
8. Undertake urgent **measures to tackle child labour, forced labour and trafficking for forced labour** in the fishing sector, including through the ratification of ILO C188 and Protocol 29.
9. Address **supply chain** challenges and expand opportunities via **trade agreements** and **due diligence** to expand access to markets.
10. Strengthen **data collection, sharing and use** through coordination among agencies for informed policy decisions.



▶ Thank you

