

Online Seminar on the Protection of Indonesian Seafarers in the National Shipping Industry

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ABSTRACT

The Indonesian seafaring workforce is one of the inseparable pillars that play a role in this paradigm, having a complex level of protection, especially for those working in the international maritime industry, so it becomes a serious concern for the government. The purpose of community service through this online national seminar is to obtain information and recommendations on strengthening the protection of Indonesian seafarer labor in the national shipping industry. The service method through online national seminars is carried out online through the Zoom Meeting application. There were 1187 service participants from various circles, namely government agencies at 20%, private institutions at 25%, academics, including university leaders and lecturers, at 15%, students and cadets at 35%, generals at 4%, and internationals at 1%. The result of this community service is the strengthening of labor protection for Indonesian seafarers in the international maritime industry, accommodating four aspects of protection, which include: protection on board, protection of travel documents, training education and guard service, and safety and security of life at sea.

Keywords: Online Seminar, Protection, Manpower, Indonesian Seafarers

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INTRODUCTION

Indonesia is a country consisting of thousands of islands and has a very large sea area. One of the indispensable modes of transportation is sea transportation as a means of mobility and a driver of national economic development (Dewanto & Faturachman, 2018). Even in the territory of Indonesia, ships are one of the means of transportation used to connect islands and regions (Wahyono, 2016). This great potential will be useful if accompanied by adequate protection and a reduction of accident risk for workers in the field of sea transportation (Gander et al., 2011). In Law 17 of 2008 concerning Shipping Article 1 paragraph 40, it is stated that a crew is a person who works or is employed on board by the owner or operator of the ship to perform duties on board following his position listed in the certificate book, while a seafarer is any person who has the qualifications of expertise or skills as a crewman, and Article 145 also states that everyone is prohibited from employing a person on board in any position without being certified and without having the required competence and skills and seafarer documents, which thus automatically for the safety of labor also requires skills and recognition from institutions authorized by the government (Mulfiyanti et al., 2022). Furthermore, in general provisions, it is stated that shipping safety and security is a condition of fulfilling safety and security requirements concerning transportation in waters, ports, and the maritime environment (Chang et al., 2014). Therefore, all parties related to shipping activities must meet the requirements that have been set, both for handling and their means of transportation.

Based on current conditions, there are still problems related to worker protection in the field of sea transportation (Kristiansen, 2013). The problem faced is the lack of implementation of crew work protection by shipping operators, seafarer providers and workers, and the government as a regulator. For this reason, it is necessary to conduct a study on the protection of the work of Indonesian crews who work in international and domestic shipping. In meeting shipping safety and security requirements, the government needs to take measures to handle and supervise shipping safety and security aspects, so to ensure shipping safety and security, it is necessary to pay attention to the protection and reduction of accident risks for workers in the field of sea transportation so that public trust in sea transportation services is increasing (Faturachman & Mustafa, 2012). Talking about the problem of ship crews can be categorized into two categories: ship crews who crew commercial ships and ship crews who crew fishing vessels. Regulations for the education process for commercial vessel crews use the Standards of Training, Certification, and Watchkeeping for Seafarers (STCW), while those for fishing vessel crews refer to the Standards of Training, Certification, and Watchkeeping for Fishing Vessel Personnel (STCW-F) (Suganjar et al., 2023). Furthermore, the protection of the two crew members is based on the International Labour Organization (ILO), the Maritime Labour Convention (MLC), the Shipping Law, and the Indonesian labor law (Piñeiro, 2015). Given the vulnerability of crew protection in carrying out work at sea, which is full of risks, strength in the

implementation of the applicable regulations is needed. Based on data from the Ministry of Marine Affairs and Fisheries in 2011, the number of fishery seafarers was 2,237,640, far greater than the number of commercial ship sailors, which amounted to 338,224. Unfortunately, not all fishery seafarers have competency certificates that can be a reference for competence in competition in the international world of work (Artanti et al., 2022).

The International Convention on Standards of Training, Certification, and Watchkeeping for Fishing Vessel Personnel, 1995 (STCW-F 1995 Standards of Training, Certification, and Watchkeeping for Fishing Vessel Personnel) entered into force on September 29, 2012 (Weintrit & Wawruch, 2015). The STCW-F Convention establishes certification and minimum training requirements for fishing boat crews 24 meters and higher (Zoolfakar & Rahman, 2013). The Convention consists of 15 articles and annexes containing technical regulations. The STCW-F Convention was the first to establish basic requirements for training, certification, and supervision for fishing vessel personnel at the international level. The STCW-F Convention has been ratified by many countries, among them: Canada, Denmark, Iceland, Kiribati, Latvia, Mauritania, Morocco, Namibia, Norway, Palau, the Russian Federation, Sierra Leone, Spain, the Syrian Arab Republic, Ukraine, also by Faroes, Denmark. Meanwhile, Indonesia itself ratified STCW F in 2019 but has not implemented it consistently in terms of regulations, institutions, and human resources (Afriansyah, 2021). Currently, it is estimated that every year more than 24,000 lives are lost worldwide during fishing operations, plus recent cases experienced by many Indonesian seafaring workers such as mistreatment on board, captivity, and ship workers because they suffer from illness and do not receive adequate treatment and medical services so that they die on board a foreign ship whose bodies are finally dumped at sea.

It is even alleged that there has been a kind of human trafficking under the guise of the recruitment of seafarers' labor on board illegally (Surtees, 2013). Operators and/or ship owners deliberately recruit prospective workers by not paying much attention to certain competency or skill requirements required by existing regulations by calculating wage factors and working conditions that do not burden operational costs that must be incurred by the company (Bloor et al., 2000). Even with the rampant indicators of illegal competency certificate issuance services, this certainly has an impact on the emergence of various risks, as mentioned above. The above problems can be minimized if all stakeholders understand and, of course, implement various existing regulations, both global, regional, and national, such as IMO, ILO, MLC, STCW, STCW-F, and so on. Indonesia has several laws and regulations, including (1) Law No. 17 of 2008 concerning Shipping (Ahmad & Rachmawati, 2016), (2) Law No. 7 of 2016 concerning Protection (Azhar et al., 2018), and Law No. 18 of 2018 concerning the Protection of Indonesian Migrant Workers (Husni & Cahyowati, 2020), but has not discussed specifically local workers or migrant workers who work as crew members on fishing vessels. So this problem requires various solutions to improve the protection of the crew.

This seminar is designed as a medium to exchange ideas and thoughts on problems faced by involving various related components in their respective fields, as well as seek impact solutions in the future. This gave initiation to the Yogyakarta Maritime College to provide a solution through community service activities. The form of online community service is in the form of an online seminar by presenting regulators, the Indonesian Seafarers Union, and the Special Region of Yogyakarta governments. The purpose of community service through this online national seminar is to obtain information and recommendations on strengthening the protection of Indonesian seafarer labor in the national shipping industry.

METHOD

The online national seminar was held online through the Zoom Meeting application. Implementation of service through an online seminar at Yogyakarta Maritime College Campus (STIMARYO), Jln. Magelang Km. 4,4 Yogyakarta, Tel./Fax (0274) 586263 Activity Time on Wednesday, October 7, 2020: 10.00 to 13.00 There were 1187 participants from various circles, namely government agencies by 20%, private institutions by 25%, academics including university leaders and lecturers by 15%, students and cadets by 35%, generals by 4%, and internationals by 1%. The implementation of the online national seminar began with the opening of the seminar by the MC, followed by listening to the Great Indonesia Song by all participants, remarks by the Chairman of Yogyakarta Maritime College, and the official opening of the seminar by the Chairman of Higher Education Service Institutions, Region 5 Special Region of Yogyakarta, with the activity flyer as shown in Figure 1 as follows:

PERLINDUNGAN TENAGA KERJA PELAUT INDONESIA PADA INDUSTRI KEMARITIMAN INTERNASIONAL

SEMINAR NASIONAL ONLINE

FREE Rabu 07 Oktober 2020
10.00 s/d 13.00 WIB
ZOOM WEBINAR & LIVE STREAMING: YOUTUBE: @stimaryo.official
FASILITAS: E-SERTIFIKAT

Keynote Speaker
Sri Sultan Hamengkubuwana X
Gubernur Daerah Istimewa Yogyakarta
Materi: "Perlindungan Tenaga Kerja Pelaut Indonesia Pada Industri Kemaritiman Internasional"

Moderator
Dr. Wegig Pratama, M.Pd.
Ketua STIMARYO Yogyakarta

Pembicara & Nara Sumber Perspektif Nasional

Wahyudin Dadi, M.H.
Ketua STIMARYO Yogyakarta
Ketua STIMARYO Yogyakarta

Capt. Herenna, ST, M.H., M.M.
Ketua STIMARYO Yogyakarta
Ketua STIMARYO Yogyakarta

Aris Nugroho, M. Eng.
Ketua STIMARYO Yogyakarta
Ketua STIMARYO Yogyakarta

Prof. Dr. Haryono Sembung, M.Si.
Ketua STIMARYO Yogyakarta
Ketua STIMARYO Yogyakarta

Dhuh Wandy, S.P., P.H.
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Figure 1. Activity Flyer

The presentation of the material was guided by the moderator of the Chairman of Yogyakarta Maritime College, starting with the delivery of a keynote speech, namely

the Governor of the Special Region of Yogyakarta, represented by the Regional Secretary of Yogyakarta, with the theme "Protection of Seafarer Labor in the International Maritime Industry", then continuing the presentation of each speaker of the online national seminar. With the following speakers: Director General of Capture Fisheries of the Ministry of Marine Affairs and Fisheries, represented by the Head of Sub-Directorate of Manning Fishing Vessels; Director of the Directorate of Shipping and Marine Affairs; Director General of Sea Transportation, Ministry of Transportation; Chairman of the Indonesian Seafarers Union; Chairman of the Indonesian National Shipowners' Association (INSA); Head of the Special Region of Yogyakarta Manpower and Transmigration Office; Head of the Special Region of Yogyakarta Education, Youth, and Sports Office The schedule is as follows:

Table 1. Schedule

Hours	Event	Speaker
10.00-10.15	Opening	Community Service Team
	1. Speech by Chairman Stimaryo	Dr. Wegig Pratama, M.Pd
10.15-10.30	2. Speech from the Chairman of LLDIKTI Region 5 Special Region of Yogyakarta	Prof. Dr. Didi Achjari, SE, M.Com, Akt.
	Keynote Speech:	Sri Sultan HB X Governor of Yogyakarta Special Region represented by Regional Secretary, Drs. Kadamanta Baskara Aji
10.30-11.00	Seafarer Labor Protection in the International Maritime Industry	
11.00-13.00	Theme:	
	1. Increasing Professional Protection of Crew on Fishing Vessels for the Implementation of National and International Regulations (20 minutes)	1. Director General of the Directorate of Capture Fisheries of the Ministry of Marine Affairs and Fisheries
	2. Synergy of international regulations against national regulations in strengthening the protection of Indonesian seafarers. (20 minutes)	2. Director of Shipping and Marine Affairs Director General of Sea Transportation Ministry of Transportation
	3. The role of the Yogyakarta Special Region Manpower Office in the implementation of national and international regulations on the protection of seafarer workers. (20 minutes)	3. Head of Manpower Office of Yogyakarta Special Region

	4. Grand Design of Strengthening Indonesian Maritime Human Resources in Special Region of Yogyakarta (20 minutes)	4. Head of Special Region of Yogyakarta Education, Youth and Sports Office
	5. Implementation of Regulations for Manning Ships in the Maritime Industry both nationally and internationally. (20 minutes)	5. Indonesian National Shipowners' Association (INSA)
	6. The role of the Indonesian Seafarers Union in realizing seafarer protection. (20 minutes)	6. Chairman of the Indonesian Seafarers Union
13.00	Closing	Community Service Team

RESULTS AND DISCUSSION

Yogyakarta Maritime College (STIMARYO), as a higher education institution that produces human resources with competence in the maritime sector, responds to various problems that currently arise in the community related to the weakening of protection for seafarer workers, especially those working in the international maritime industry, so it deserves to be raised as the theme of the online national seminar. The presentation of material resource persons is summarized as a resume as follows:

Keynote Speech of the Governor of the Special Region of Yogyakarta

The Governor of the Special Region of Yogyakarta, Sri Sultan HB X, delivered his remarks, represented by the Regional Secretary of the Special Region of Yogyakarta, Drs. Kadarman Baskara Aji explained that there are weak regulations on how to recruit and place Indonesian workers on fishing vessels. As a result, there have been many cases of human trafficking, forced labor, fraud, withholding wages, excessive overtime work, and physical abuse. High salaries were offered, but they never received the amount due to "processing money" deductions by labor supply agencies in Indonesia. The National Team for the Protection of Seafarers and Fishery Crew, formed in 2018, has harmonized Law No. 17 of 2008 concerning Shipping, Law No. 7 of 2016 concerning the Protection of Fishermen, and Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, but has not discussed specifically local workers or migrant workers who work as fishermen on fishing vessels. The National Team also called on the government to immediately ratify International Labour Organization (ILO) Convention No. 188 on Work in Fishing. Three important things: (1) weak supervision of seafarers' labor for two reasons, both the insufficient existence of a national legal umbrella and the non-ratification of international conventions; (2) the difficulty of its supervision if the fishing vessel is in the international sea area; (3) tighten the license of private Indonesian workers distribution companies that mobilize seafarer workers.

Speaker I, Director of Shipping and Marine Affairs, Directorate General of Sea Transportation, Ministry of Transportation

Director of Shipping and Marine Affairs, Directorate General of Sea Transportation of the Ministry of Transportation, Capt. Hermanta, S.H., M.M., and M.Mar explained that, along with the government's vision, in the field of human resource development, especially competent national maritime human resources, until now it has been facilitated with maritime education institutions in eight island regions or city districts, namely in Java, Sumatra, Riau Islands, Bali, Kalimantan, Sulawesi, Ambon, and Papua, a total of 91 public and private maritime training institutions. There are four pillars of the maritime sector, namely: safety of life at sea (SOLAS), maritime environmental protection or marine pollution (MARPOL), education and training or Standards of Training, Certification, and Watchkeeping for Seafarers (STCW), and maritime seafarer workforce welfare or Maritime Labour Convention (MLC). In one of the efforts to move towards Indonesia as the world's maritime axis, a strategic plan has been prepared in the form of developing commercial ports into 4 categories, namely 7 main ports of sea toll routes, supported by 24 main ports (non-toll), 36 collecting ports, and 7 feeder ports. Meanwhile, psychologically, a transformation of the perspective of the sea is carried out by changing the paradigm of the sea as the front porch, the sea as center of civilization, the center of economic growth and community welfare, and as a means of unifying the nation. Based on Presidential Regulation Number 40 of 2015 concerning the Ministry of Transportation, one of the operational institutions under the Ministry, namely the Director General of Sea Transportation, holds the mandate and is fully responsible for the implementation of sea transportation located in Indonesian territorial waters or managed by Indonesian legal entities. The duties and functions of the Director General of Sea Transportation are divided into two areas:

1. The IMO Convention is a vocal point in the maritime field.

The Director General of Sea Transportation is responsible for the implementation of government activities and administration at the International Maritime Organization and/or other international shipping institutions, by-laws, and regulations.

2. Synergy of Implementation by International Regulations and National Regulations

The Directorate General of Sea Transportation organizes transportation in waters, ports, shipping infrastructure, maritime environmental protection, and shipping safety and security.

To carry out the above duties and functions, a legal instrument has been issued in the form of a law as a legal instrument for the implementation of the National Maritime Industry, namely Law Number 17 of 2008 concerning Shipping. Based on the above law and its implementation, derivative rules have been made by timely regulations regarding transportation in waters, ports, maritime environmental protection, and shipping safety and security (Setiyantara et al., 2023). As related to the theme of this national seminar, derivative regulations related to the field of shipping safety and security have been regulated in three government regulations, namely Government Regulation Number 51 of Thun 2002 concerning shipping, Government Regulation Number 7 of 2000 concerning Manning and Protection of Crew, and Government Regulation Number 5 of 2010 concerning Navigation. In international sea freight operations, to ensure security and safety, two international bodies under the

United Nations have the authority, namely the International Maritime Organization (IMO) and the International Labour Organization (ILO). IMO itself has issued a convention that regulates various fields related to shipping. There are several types of regulations. From several convention regulations until September 15, 2020, Indonesia has ratified as many as 27 regulations.

Meanwhile, in the ILO regulations of the 4 areas of conventions issued by the ILO, until September 20, 2020, 3 areas of regulation have been followed and one has not been ratified by Indonesia. The three that Indonesia has participated in are 1) the Maritime Labour Convention 2006, as amended 2014, since June 12, 2017, 2) the Certification of Ships Cooks Convention 1946, since June 12, 2018, and 3) Seafarer Identity Documents (revised) 2033, as amended No. 185, since July 16, 2008. While one regulation, namely the Work in Fishing Convention 2007, has not been ratified by Indonesia.

Speaker II, Director General of Capture Fisheries of the Ministry of Marine Affairs and Fisheries, represented by the sub-director of fishery vessel manning

The Director General of Capture Fisheries of the Ministry of Marine Affairs and Fisheries, represented by the Head of Sub-Directorate of Manning Fishing Vessels, Muhammad Iqbal, S.Pi, M.Si, explained:

1. The object of fishermen's protection (Law No. 7 of 2016) is labor.
2. There are three main stakeholders in the protection of labor fishermen: (1) the Ministry of Manpower as the grantor of permits for fishing vessel crew recruitment agents; (2) MMAF providing competency standards and recommendations for licensing of fishing vessel crew agents; and (3) BP2MI as the operator of the placement of fishing vessel crews abroad.
3. Protection Policy for Fishery Vessel Crews: (1) Increasing the Competence of Fishing Crews, including Seaworthy, Catchable, and Safetable; (2) Requiring Shipowners to Insure Crew with Health, Death, Work Accident, and Social Security Coverage; (3) Requiring a Sea Work Agreement (PKL) between the Owner and the Crew by Article 11 of Regulation KP No. 3 of 2013; (4) Human Rights Certification to Fisheries Entrepreneurs
4. Seven Compliance Criteria: Occupational Health and Safety, Recruitment System, Manpower System, Community Development Responsibility, Security Personnel, Environment, Land Takeover System
5. Indonesia has ratified the STCW-F Convention through Presidential Regulation No. 18 of 2019 and has been in force and binding on the Government of Indonesia since February 27, 2020.
6. Indonesia has ratified ILO Convention 188, 2007 (C 188: Work in Fishing Convention 2007).
7. Sea Work Agreement for Fisheries Crews: Conditions: Mandate of Regulation KP 42/2016, Terms of Issue of Sailing Approval Letter (Regulation KP 3/2013), PKL Number = SPB Number Constraints: Range of authority control, business actor compliance, limited human resources (Syahbandar at Fishing Ports), and ship permits are still limited from the center. Solutions and Action Plans: Harmonization of PKL data between MMAF and the Directorate General of Hubla of the Ministry of Transportation, Preparation of Standard Operating

Procedure for Sanction Provisions for Business Actors Who Do Not Make Street Vendors and Training of Civil Servants as Syahbandar of Fishing Ports

Speaker III, Chairman of the Indonesian Seafarers Union

As the 3rd speaker of the 6 speakers, Prof. Mathius Tambing, Chairman of the Indonesian Seafarers Union, delivered material on "the unity of Indonesian seafarers as a trade union". The Indonesian Seafarers Union is the result of the declaration of Indonesian seafarers dated April 29, 1976, which has legality as a trade union from the Ministry of Law and Human Rights, the Ministry of Manpower and Transmigration, and the Director General of the Republic of Indonesia.

The Indonesian Seafarers Union has a vision and mission: 1. Contribute to realizing the professionalism and welfare of member seafarers. 2. Contribute to building the strong and responsible character of member sailors in carrying out their duties. 3. Fostering solidarity and unity for the common good 4. Participate in implementing national and international regulations. The unity of Indonesian seafarers as a trade union functions as: 1. independent and democratic; 2. organizing and building seafarer solidarity 3. Coaching, Protection, and Defense of Seafarer Members 4. Representing Member Seafarers in Industrial (Bipartite) Negotiations 5. Representing Member Seafarers in National and International Tripartite Forums 6. Implementation and supervision of industrial relations norms 7. Government Partners in the Preparation of Professional Seafarer Human Resources 8. Seafarer HR Marketing according to International Competencies and Standards.

Protection of trade union members The Indonesian Seafarers Union partners by 1. bipartite (Indonesian seafarers union with shipowner organizations) in determining standardization/determination of wages collective agreement; 2. tripartite (unity of Indonesian seafarers, ship owners, and the government) in determining the minimum standards of seafarer work, determining national seafarer wages, and collective agreements. The Indonesian Seafarers Union requests the government and shipping companies: 1. The consequences of the implementation of Law No. 15 of 2016 as a ratification of the ILO Maritime Labour Convention (MLC, 2006) into a lex specialist rule of law by regulating the legal rules of industrial relations for Indonesian seafarers 2. The Ministry of Manpower and Transmigration is requested to immediately implement the ILO MLC through the preparation of comprehensive national regulations to provide maximum protection and welfare improvement for Indonesian seafarers. 3. Immediately ratify ILO Convention No. 188 on the Work and Fishing Sector and make it a Lex Specialist law governing industrial relations for Indonesian seafarers working on fishing vessels. 4. Immediately establish a sectoral minimum wage standard for seafarers working on domestic vessels, at least twice the local minimum wage. 5. Immediately adopt and establish the minimum wage standard for seafarers set by the ILO as the minimum wage standard for Indonesian seafarers working on foreign vessels. 6. Syahbandar is asked not to ratify sea work agreements whose wages are below a decent standard of living. 7. The Ministry of Transportation is requested to expedite the issuance of marine certificates for seafarers who have completed training and revalidation so as not to hinder seafarers from finding work. 8. Shipping companies are asked to contribute to the development of the knowledge and

skills of seafarers who have worked in their companies, especially about certificate revalidation and equalization.

Speaker IV, Indonesian National Shipowners' Association (INSA)

The Indonesian National Shipowners' Association, or INSA, is an organization of commercial shipping company entrepreneurs established on August 9, 1967, and recognized by the government. INSA was then re-confirmed by the government through the Decree of the Minister of Transportation No. KP.8/AL.308 / Phb / 89 dated October 28, 1989, and the Instruction of the Director General of Sea Transportation of the Ministry of Transportation No. Al.58/1/2-90 dated January 30, 1999, so that all national commercial shipping became members of INSA. The delivery of the online seminar can be resumed as follows: Seafarer protection by the Maritime Labour Convention (MLC) of 2006 means that the rights of seafarers around the world are protected. Every crew member has the right to the protection of security, decent living, health, medical care, welfare, and other forms of social protection.

In supervising the protection of seafarers, for Indonesian seafarers who work on foreign-flagged vessels, the Sea Work Agreement is made based on a collective labor agreement between ship owners and Indonesian seafarer organizations, while for those working in Indonesia, there is a collective labor agreement between ship owners and/or shipowner organizations and Indonesian seafarer organizations. Manning agents do not play a role according to their functions, even though there are still many seafarers who work on ships through brokers who do not guarantee fulfillment as seafarers while working. In this regard, brokers and manning agents who do not have a Crew Recruitment and Placement License (SIUPPAK) should be regulated and are not allowed to place seafarers working on ships. Coordination between seafarer organizations, manning agent organizations, and INSA is very necessary, and we must prepare competent and reliable human resources following needs so that they have competitiveness and clear and firm regulations are needed.

Speaker V, Head of the Special Region of Yogyakarta Manpower and Transmigration Office

In his presentation, Arya Nugrahadi, S.T., M.Eng., said that there are three regulations that underlie protecting the labor of seafarers. These regulations are mandated by the 1945 Constitution, ARTICLE 27, paragraph (2), concerning the right to work and a decent livelihood for all Indonesian citizens, Law No. 13 Th 2003 Article (31) concerning employment, and Law No. 18 Th 2017 Article 4, paragraph (1), concerning the protection of Indonesian Migrant Workers, one of which is the protection of seafarers, crew, and fishery seafarers. He said that, from the perspective of market opportunity and demand, world population growth encourages additional demand for fishery products. In addition, the trend of the global needs of seafarers, both domestic and international, per year continues to increase. So the needs of fishery seafarers and commercial shipping seafarers for both domestic and international shipping needs are still very open and can be used as job opportunities. In terms of supply (availability of seafarers), related to the vision of the Special Region of Yogyakarta governor who wants to make the ocean the front page of Special Region of Yogyakarta is also the basis for consideration in determining the design and strategy

of local governments, both from the Manpower and Transmigration Office and the Department of Youth Education and Sports are no exception to synergize to realize this vision so that it becomes a consideration in planning programs to strengthen human resources to realize better links and matches in the world of education and employment, especially in the fields of maritime.

However, the marine world is very vulnerable to cases that cause concern, such as human trafficking, illegal fishing, drug abuse, and illegal drugs. Therefore, in his presentation, the speaker conveyed the need for the protection of Indonesian seafarers and crew members both in commercial shipping and fisheries based on the following considerations: 1. The category of work as a sailor is high-risk work; 2. To become a sailor requires high qualifications, which also require struggle. 3. To prevent fraud that is often still experienced by sailors, such as fictitious jobs, false documents, and unpaid wages, as well as physical violence and slavery. 4. Seafarers as foreign exchange heroes to get state protection for their work and livelihood.

In line with this reality, it is appropriate that the government seeks to provide labor protection for Indonesian seafarers by, among others: 1. Ratifying the 2006 Maritime Labour Convention (MLC) on October 6, 2021, through Law No. 15 of 2016. 2. The government has improved the governance of the placement and protection of migrant workers through Law No. 18 of 2017, especially Article 64, which states that the placement and protection of seafarers and fishery crew is regulated by government regulations made through coordination between ministries and institutions in the preparation of draft government regulations (Coordinating Ministry for Economic Affairs, Coordinating Ministry for PMK, Coordinating Ministry for Maritime, Ministry of Foreign Affairs, Ministry of Transportation, Ministry of Maritime Affairs and Fisheries, BP2MI, Immigration). Currently, the preparation of the Draft Government Regulation (RPP) as a derivative of this law is still in the process of being ratified. 3. The government conducts guidance and supervision for P3MI, which places crew members. 4. The government increases cooperation with the International Labour Organization (ILO) regarding the implementation of joint inspections on fishing vessels between labor inspectors and marine inspectors. The speaker said that according to the mandate of PMI Law No. 18, which was passed in 2017, it should be followed up by the end of 2019 with a draft government regulation.

However, currently, the preparation of legal drafting is based on the draft government regulation. This is still in the process of endorsement. So on the occasion of this online national seminar, he hopes that after the end of this seminar, he can produce formulations that contribute to encouraging the immediate realization of the draft government regulation. As a derivative of law number 18 of 2017 related to the draft government regulation on the placement and protection of migrant commercial vessel crews and migrant fishing vessel crews.

Speaker VI, Head of Special Region of Yogyakarta Education, Youth and Sports Office

In this seminar, the Head of the Special Region of Yogyakarta Education, Youth, and Sports Office stated that work at sea, such as in capture fisheries, is a high-risk job of violence and human rights violations, so protection measures are needed for citizens working in this sub-sector, both domestically and abroad. To overcome this problem, it

was revealed that one form of protection can be started at the education level, namely a maritime or marine vocational school (Hartanto et al., 2023). By encouraging the revitalization of maritime and marine vocational schools, it is believed that they can develop maritime vocational education in the preparation of human resources who are able and ready to enter the world of work. It is necessary to develop protection regulations for students who carry out migrant apprenticeships and internships as crew members, both in terms of legal, social, and economic (Sinaga et al., 2022). The following pictures are related to the implementation of community service through online seminars related to the protection of Indonesian seafarer workers in the national shipping industry:



Figure 2. Implementation of Community Service through Zoom Meeting

CONCLUSION

Based on the presentation of the speakers, some information and recommendations related to the theme "Protection of Indonesian Seafarers in the International Shipping Industry" can be conveyed as follows: Indonesian seafarer labor is one of the inseparable pillars that play a role in this paradigm and has a complexity in its protection, especially for those working in the international maritime industry, so that it becomes a serious concern of the government. Strengthening the protection of Indonesian seafarers in the international maritime industry accommodates four aspects of protection, which include: protection on board, protection of travel documents, training, education, and guard services; and safety and security of life at sea. Furthermore, to encourage the acceleration of the realization of strengthening these four aspects, the government should take strategic steps as the response raised at the STIMARYO Online National Seminar, namely: (1) preparing the competence of seafarers' human resources through education and training in accordance with the standards stated in STCW and STCW-F supported by adequate teachers, lecturers, and instructors, and infrastructure according to standards, (2) improve coordination and cooperation between ministries in particular: the Ministry of Transportation, the Ministry of Marine Affairs and Fisheries, the Ministry of Education and Culture, the Ministry of Manpower and Transmigration, and the Coordinating Ministry for Maritime Affairs. (3) to ratify ILO international convention 188 relating to the

protection of fishing vessel crews and other international conventions that can have a positive impact on seafarers' labor; (4) to ratify the draft government regulation derived from the fishermen protection law as a form of government readiness in efforts to improve the protection of fishing vessel crews; (5) to prepare integrated instruments for the implementation of the legal umbrella as well as a form of supervision, monitoring, and evaluation of the implementation of established regulations; (6) International conventions as a tool for improving the protection of seafarer labor give a strong impetus to the government in adopting the convention, so that synchronization of derivative regulations is the main need to avoid overlapping regulations imposed. (7) the seriousness of the government in handling seafarer labor manning agents through strict registration related to licensing, implementation, and supervision, so that deviations from seafarers' labor protection can be minimized. and (8) The current digital era requires accurate data to dominate the basis of problem-solving, so that the government's readiness to provide data, especially for seafarer workers working abroad, is a priority through adequate instruments and devices as well as ease of access for those in need.

Thank-you note

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