Tropical tuna social risk profile

Forced labor, human trafficking, and hazardous child labor risks

Indonesia, Fishing and Processing

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SEAFOOD SOCIAL RISK TOOL V2

Contents

About the Seafood Social Risk Tool

The Seafood Social Risk Tool profiles seafood production systems around the world and identifies areas within those systems that are at higher risk of containing forced labor, human trafficking, and hazardous child labor to help businesses begin to focus their efforts to improve human rights and labor conditions.

The tool includes more than 80 indicators of risk based on publicly available evidence of forced labor, human trafficking, and hazardous child labor abuses in seafood supply chains as well as an analysis of information about risk factors correlated with these abuses. This information is packaged into risk profiles specified by species and country of origin designed to help businesses better identify the potential for human rights abuses in their supply chains so they can take the first steps toward improving conditions for seafood workers.

The Seafood Social Risk Tool has been prepared for information purposes only, and is not intended to constitute business, legal, market, financial or investment advice. The Seafood Social Risk Tool is designed to serve as an informational resource and does not override legislation or internal policies or procedures. It is recommended that all users of the Seafood Social Risk Tool seek independent legal advice. The Monterey Bay Aquarium Foundation shall not be responsible to any party related to its use or interpretation of the information contained in the Seafood Social Risk Tool.

The Seafood Social Risk Tool was created in partnership with the Monterey Bay Aquarium, Sustainable Fisheries Partnership, Liberty Shared, and a team of human rights experts.

Monterey Bay Aquarium's Seafood Watch program raises awareness of important ocean conservation issues and empowers seafood consumers and businesses to make choices for healthy oceans.

Sustainable Fisheries Partnership is a US-registered nonprofit that operates globally to rebuild depleted fish stocks and reduce the environmental and social impacts of fishing and fish farming. The organization works by engaging fishery stakeholders and seafood businesses throughout the supply chain to promote the sustainable production of seafood.

Liberty Shared aims to prevent human trafficking through legal advocacy, technological interventions, and strategic collaborations with NGOs, corporations, and financial institutions globally.

To learn more about Seafood Watch, to view our seafood recommendations, or to view the Seafood Social Risk Tool, visit SeafoodWatch.org.

Overview

Indonesia is the top tuna producing country in the world, accounting for more than two times that of China, the second largest tuna producer.[i] In 2017, Indonesia produced over 1.37 million tonnes of tunas, bonitos and billfishes, equivalent to approximately 17.5% of global catches.[ii] Tropical tuna represents more than fifty percent of the country's overall catch of tunas, bonitos, and billfishes.[iii] Indonesia's tuna processing industry produces fresh and frozen, and prepared and preserved tuna. Indonesia is one of the world's top ten canned tuna exporting countries and accounts for significant exports of tuna to the US and EU markets.[iv] Total exports of prepared and preserved tuna (HS Code 160414) were valued at over US$387 million in 2018.[v]

Base risks of forced labor, human trafficking, and hazardous child labor in the country in general

The overall context in Indonesia is not favorable toward the protection of workers. Indonesia is primarily a source rather than a destination country for migrant workers, who are generally considered more vulnerable to labor exploitation and human rights abuses. Nevertheless, internal migration is significant in Indonesia and the country has begun to play an increasingly greater role as a transit and destination country for foreign migrants.[vi] The Indonesian government seems to have focused its efforts on protecting Indonesian workers overseas, but there are some protections in place for foreign migrants working in the country, who are technically afforded equal rights without discrimination.[vii] However, discrimination against migrant workers persists, particularly against the Chinese, and acceptance of migrants is poor.[viii,ix] Migrant workers are considered especially vulnerable to debt bondage from debts accumulated with local and overseas recruitment agencies.[x]

Gaps in Indonesia's legal framework undermine protections for children against the worst forms of child labor and overall, enforcement of child labor, forced labor, and anti-trafficking laws is ineffective.[xi,xii,xiii] Enforcement is hampered by limited resources, including an insufficient number of labor inspectors for the size of the total workforce.[xiv] The limited capacity within the labor inspectorate is likely further affected by the remoteness of some regions. Furthermore, official complicity in human trafficking is a serious concern, and bribes and extortion are used to influence outcomes in civil and criminal cases, including trafficking cases.[xv] More generally, official corruption is perceived to be widespread and efforts to prosecute corrupt officials are undermined by others in the police, government, and judiciary system.[xvi]

While the law provides for workers' rights to join unions, conduct legal strikes, and bargain collectively, in general, these rights are not respected.[xvii,xviii] Workers are subject to anti-union discrimination, and in some cases, intimidation in the form of dismissal, transfer, and even seemingly unjust criminal charges.[xix,xx]

Recent changes to national legislation have prompted further concerns regarding protections for workers. In October 2020, a new law known as the "Omnibus Law" was passed to widespread criticism for its potential

impacts on business, labor and environmental legislation, prompting mass demonstrations around the country.[xxi] The law includes provisions that will affect wages and other workings conditions and worker protections, as well as environmental standards for business. Among others, the International Trade Union Confederation, and its Indonesian affiliates, KSBSI and KSPI, strongly opposed the new law, calling it an "assault on the UN Sustainable Development Goals (SDGs) by the Indonesian Government".[xxii,xxiii]

Adjusted risks of forced labor, human trafficking, and hazardous child labor in the country's seafood supply chain

Indonesia has an extensive coastline with more than 17,500 islands and a vast sea area.[xxiv] Therefore, it is difficult for authorities to monitor and enforce fishing activities and they face a significant challenge in combatting illegal, unreported, and unregulated (IUU) fishing, which often occurs in parallel with fisheries crimes like human trafficking and forced labor. Strong efforts to address IUU fishing were implemented by the former Minister of Marine Affairs and Fisheries, Susi Pudjiastuti. In 2014, foreign fishing vessels and at-sea transshipment were banned from Indonesian waters. The country's hardened stance against IUU fishing by foreign vessels may have also reduced the risk of human trafficking and forced labor to some degree. But the Government may be backtracking on some of its fisheries reforms since the change in fisheries minister in 2019 and efforts to address IUU fishing may be weakened.[xxv] The Covid-19 pandemic has had further adverse impacts, including an increase in reports of illegal fishing by foreign vessels and substantial cuts to the fisheries ministry budget as funds were reallocated in response to Covid-19.[xxvi]

There are three main areas of consideration with regards to Indonesia and abuses in fishing, firstly, foreign and Indonesian fishers working on board foreign fishing vessels operating in Indonesian waters, secondly, Indonesian fishers working on board foreign vessels overseas, and lastly, work on board Indonesian vessels. The focus of this profile is on the latter, although analysis of all three areas is provided.

The narrative around human trafficking and forced labor in fishing in Indonesia has been dominated by headlines on the rescue of mainly foreign fishermen from the Maluku Islands in eastern Indonesia, where they were stranded after being trafficked into forced labor on board Thai fishing vessels operating in Indonesian waters. A mass rescue effort in 2015 on the islands of Benjina and Ambon of more than 2,000 foreign fishers, including men from Myanmar, Thailand, Cambodia and Laos,[xxvii] and associated media reports shone a light on the severity of human rights abuses conducted in the fishing industry in Southeast Asia and globally. Research conducted with the rescued migrant fishers and returned Indonesian fishers revealed the seriousness of the abuses, including the use of deceptive recruitment, debt bondage and physical violence, and the transnational nature of the crimes.[xxviii] In an effort to tackle the issue, Ministerial Regulation No. 2/2017 was issued in January 2017, establishing a certification mechanism for human rights on fishing boats that is meant to stop companies that do not obtain a certificate from operating in Indonesian waters.[xxix] However, its implementation has thus far been limited.[xxx]

Multiple reports have documented the exploitation of Indonesian migrant workers in foreign distant water fishing fleets, including reports in 2020 of human rights abuses towards Indonesian fishers working on board foreign fishing vessels.[xxxi] Indonesian migrant workers on foreign fishing vessels are exposed to forced labor, experiencing poor working conditions, little-to-no pay, physical abuse, and in some cases, death.[xxxii,xxxiii] As a result of the reports emerging in 2020, the Indonesian government is contemplating placing a ban on Indonesian citizens working on board foreign fishing vessels.[xxxiv]

In contrast, there is limited information on human trafficking and forced labor in Indonesia's seafood industry. Nevertheless, there is evidence linking the Indonesian seafood industry to exploitative labor practices that are indicative of forced labor. Indonesian vessels operating in Indonesian waters are notably prohibited from hiring foreign nationals as Captains or crew members. Recent research documenting work in fishing and processing in Indonesia, including interviews with fishers and canning workers in the tuna supply chain, shows that the industry is characterized by high levels of informality in recruitment practices and contracting, and low levels of unionization and awareness of workers' rights, which increase the risk of abuse.[xxxv] The protection of Indonesian fishers, whether working domestically or overseas, is furthermore affected by the overlapping and sometimes contradictory responsibilities of the government ministries and agencies involved in managing recruitment and placement of workers in fishing.[xxxvi,xxxvii] In 2016, a regulation on work agreements was put in place to standardize work contracts for Indonesian fishers. However, NGOs report that its implementation has been limited.[xxxviii] The recruitment of fishers by intermediary labor brokers known as 'Calo' is a significant risk point, particularly around Indonesia's main tuna landing port Benoa harbor, where organized crime groups are involved in recruitment.[xxxix] Excessive fees charged by these brokers, combined with low earnings, mean that fishers can find themselves in situations akin to debt bondage.[xl] Exploitative labor practices found in seafood processing include the prolonged use of more precarious short, fixed-term contracts, which are intended in law to only be used for temporary or seasonal work, and payment of wages below the minimum legal wage. Anti-union discrimination also occurs in seafood processing.[xli]

Indonesia's tropical tuna industry includes industrial and small-scale fisheries in both vertically integrated and fragmented supply chains. Alignment with fishery association codes of conduct for responsible practices[xlii] and the presence of third-party certification programs for social standards means that risks regarding social performance in some tuna supply chains may be reduced. The risks of human trafficking, forced labor, and hazardous child labor are therefore likely to vary significantly between different supply chains in Indonesia and rigorous due diligence is encouraged at all levels. Opportunities to engage with Indonesian tuna production include supporting fishery improvement projects in Indonesia, of which there are several covering tropical tuna.[xliii]

Summary of evidence of forced labor, human trafficking, and hazardous child labor in the seafood supply chain

Country-level indicators
• Men, women, and children are exploited by traffickers across Indonesia in several industries including domestic servitude, agriculture, construction, mining, and manufacturing. Women and girls are also exploited by sex traffickers. • Goods identified as produced by child labor or forced labor includes gold, palm oil, rubber, sandals, tin, and tobacco.
Seafood industry-level Indicators
• Labor traffickers exploit workers in fishing and fish processing in Indonesia. • Fishing and fish processing in Indonesia have also been linked to hazardous child labor and forced child labor. • In the past, Indonesia has been found to harbor foreign victims of trafficking and forced labor, particularly fishermen from Myanmar, Cambodia, Laos, and Thailand. More than 2,000 stranded fishermen were rescued from Ambon and Benjina (remote locations in eastern Indonesia) after being trafficked into forced labor on board foreign-owned fishing vessels operating in Indonesia.
Fishing indicators
• No evidence was found linking Indonesia's tuna fishing industry directly to human trafficking, or hazardous child labor. • However, there are indicators of forced labor in the tuna fishing industry; research conducted in Indonesia between March 2017 and December 2019 with fishers primarily engaged in tuna production found evidence of debt bondage or risks thereof.
Processing indicators
• No evidence was found linking Indonesia's tuna processing industry directly to human trafficking, or hazardous child labor. • However, there are indicators of forced labor in the tuna processing industry; research conducted in Indonesia between March 2017 and December 2019 with canning factory workers primarily engaged in tuna processing found evidence of the use of deception regarding processing worker's contracts, as well as long working hours for piece-rate laborers and denial of leave by some employers.

Summary of factors that affect the likelihood of forced labor, human trafficking, and hazardous child labor in the seafood supply chain

Factors that increase the likelihood

Country-level indicators
• Poor performance against the indices for governance practices and systems, particularly for corruption. • Low respect for workers' rights and frequent reports of union-busting measures and systematic dismissal of workers attempting to form a union. • An increasing role as a transit and destination country for vulnerable, displaced people and asylum seekers over the last several decades. • Government efforts are focused on protecting Indonesian migrant workers overseas, with less emphasis given to protecting foreign and internal migrant workers within Indonesia. • The October 2020 "Omnibus Law" has been widely criticized for jeopardizing labor rights. The actual impacts of its implementation remain to be seen. • Enforcement of human trafficking, forced labor, and child labor laws is ineffective.
Seafood industry-level indicators
• Difficulties in monitoring and enforcing fisheries regulations across Indonesia's extensive coastline and remote islands. • Weakened efforts to address the parallel issue of illegal, unreported, and unregulated fishing following changes in fisheries governance in 2019. • Limited implementation and enforcement of the legal framework to protect fishers and seafood processing workers. • Low levels of organization of workers in the seafood industry and limited access to grievance mechanisms, coupled with anti-union discrimination.
Fishing indicators
• Yellowfin tuna and bigeye tuna caught in the Indian Ocean are overexploited. • Much of the evidence relating to exploitation of fishers in Indonesia relates to abuses on board foreign fishing vessels, clouding the evidence base for analysis of Indonesian tuna fisheries. • Little information on the tuna fishing workforce was found. Evidence is sourced from only one qualitative study conducted between 2017 and 2019 for which interviews were conducted with 50 fishers primarily engaged in catching tuna. The report notes that fishers were often too frightened to talk to the researchers out of fear of retribution from their employers, suggesting that actual labor conditions may be worse than the report indicates. • Organized crime groups are involved in recruitment of fishers around Benoa harbor, one of the main tuna landing ports in Indonesia.

- Few tuna fishers receive a written work agreement.
- Tuna supply chains in more remote regions of Indonesia are fragmented with middlemen often involved, indicating that buyers are less likely to have oversight of working and contractual conditions in fishing.

Processing indicators

- Little information on the tuna processing workforce was found. Information about the tuna processing workforce is sourced from only one qualitative study conducted between 2017 and 2019 for which interviews were conducted with 25 canning factory workers primarily engaged in processing tuna. The report notes that workers were often too frightened to talk to the researchers out of fear of retribution from their employers, suggesting that actual labor conditions may be worse than the report indicates.
- High levels of informality in recruitment and contracting of seafood processing workers, including tuna cannery workers.
- Many tuna processing workers are employed on short-term or casual contracts.

Factors that decrease the likelihood

Country-level indicators

- Declining poverty rate over the last decade and progress against indicators for health and education.
- Party to the Port State Measures Agreement, which targets illegal, unreported, and unregulated fishing.
- Foreign workers are entitled to change their employer or occupation.
- Foreign workers and their families are afforded access to social protection, health care, and education.

Seafood industry-level indicators

- Indonesia has made significant efforts to tackle illegal, unregulated, and unreported fishing by foreign vessels since 2014.
- Indonesia is among a handful of countries to have implemented vessel transparency by publishing Vessel Monitoring System (VMS) data showing the activity of its commercial fleet on the public online platform Global Fishing Watch.
- Indonesian flagged vessels operating in Indonesian waters are prohibited from hiring foreign nationals as captain or crew.
- Indonesia has established several regulations intended to help protect fishers, including Ministerial Regulation No.42/2016 on work agreements and Ministerial Regulation No. 2/2017, which establishes a certification mechanism for human rights on fishing boats.

Fishing indicators
• The presence of third-party certification for social standards and fishery associations with social codes of conduct may reduce risks in parts of the Indonesian tuna supply chain • Foreign migrant workers do not comprise a significant part of the fishing workforce.
Processing indicators
• Foreign migrant workers do not comprise a significant part of the processing workforce.

Fishing

The Indonesian tuna fishery consists of an industrial fleet comprising purse seine and longline vessels, and a small-scale fleet that uses several gear types including purse seine and handline.[xliv] FAO data from 2010 suggest that the Indonesian tuna fishery primarily catches skipjack tuna with mechanized lines and pole-and-line gear, and yellowfin and bigeye tuna with longlines; however, 'gear not known' is reported for a large quantity of Indonesia's tropical tuna catch.[xlv] Locally derived data on capture methods indicate that purse seine, pole-and-line, longline, troll, gillnet, and handline gear are the most common methods used to capture tuna.[xlvi]

The Indonesian tuna fishery extends from the Indian Ocean Exclusive Economic Zone (EEZ) to the Pacific Ocean EEZ.[xlvii] The fishery operates under the remit of the Western and Central Pacific Fisheries Commission (WCPFC) and the Indian Ocean Tuna Commission (IOTC), to both of which Indonesia is a member.[xlviii,xlix] Around 80% of Indonesian tuna catches occur in the Western Central Pacific Ocean (WCPO), where fishers mainly catch skipjack and yellowfin tuna using purse seine, pole-and-line, and handline gear.[l] The remainder is caught in the Indian Ocean.[li] Catch data reported by the IOTC shows that Indonesia harvested skipjack, yellowfin, and bigeye tuna in roughly equal measures in the Indian Ocean in 2018 using a mixture of purse seine, handline, longline and other gear types.[lii]

The one-by-one tuna fishery, which uses pole-and-line and handline gear, is concentrated in Eastern Indonesia.[liii] Many are involved in the one-by-one fishery, including more than 100 pole-and-line fishing vessels and 800 pole-and-line fishermen registered with the Indonesian Association for Pole and Line and Handline Fisheries (AP2HI).[liv]

Processing and Trade

Indonesia's tuna processing industry is concentrated in East and West Java as well as North Sulawesi.[lv] Many of the larger Indonesian tuna fishing vessels undertake some form of processing on board, including gutting and loining of tuna. Some tuna processing companies are vertically integrated and own fishing vessels but

rely on purchasing additional raw materials from other vessels. Industrial fishing vessels usually deliver their catch directly to nearby processing facilities.[lvi] In comparison, smaller vessels typically chill or freeze the tuna whole, which is then processed at facilities near to the landing site or sold in local markets.[lvii] In some more remote regions with less infrastructure, processors rely on intermediaries, commonly referred to as middlemen, to collect the tuna from small vessels and arrange transport to the processing plants.[lviii] Miniplants are often used for pre-processing (loining) of tuna before it is transported to larger processing facilities for further processing.[lix]

There are fifty processing companies engaged in fresh and frozen tuna production in Indonesia.[lx] Some tuna is exported for the fresh market, mainly to Japan.[lxi] Frozen tuna plays a more important role in Indonesia's supply chain, with some supplying the canning industry and some supplying the frozen tuna market.[lxii] The main market for Indonesian frozen tuna, typically in the form of fillets and steaks, is the United States, which is Indonesia's largest market for frozen fillets of skipjack tuna (HS Code 030487).[lxiii,lxiv]

Indonesia also produces canned tuna and other prepared and preserved tuna products for export markets.[lxv] Japan is Indonesia's largest market for prepared or preserved fish (HS Code 1604).[lxvi] Key export markets for canned tuna include the European Union and the United States.[lxvii] The dominant species used in Indonesia for tuna canning is skipjack tuna.[lxviii] A small volume of tuna is imported to supply additional raw materials to the canning industry.[lxix] Countries of origin include Taiwan, Korea, and Japan.[lxx]

Due Diligence for Tropical Tuna in Indonesia

Important Country-Specific Considerations

- Indonesia is the top tuna producing country in the world, accounting for more than two times that of China, the second largest tuna producer; it is also a top ten canned tuna exporting country to markets in the US and European Union.
- Indonesia is primarily a source country for migrant workers, with significant internal migration, although it is increasingly becoming a transit and destination country for foreign migrants, who often face discrimination and are especially vulnerable.
- Gaps in relevant legal frameworks, limited resources and manpower, official corruption, and the remoteness of some regions hamper the enforcement of relevant labor and trafficking regulations.

Suggested Due Diligence Priorities & Questions

Recruitment The recruitment of fishers by intermediary labor brokers known as 'calo' is a significant risk point, particularly around Indonesia's main tuna landing port in Benoa harbor, where organized crime groups are involved in recruitment.
1. Are workers hired directly and/or through recruitment agents? What procedures are in place to manage recruitment agents? Are there screening and evaluation processes prior to engaging with recruitment agents? 2. Are there monitoring and accountability processes to verify ethical performance requirements for recruitment agents? Do you know how they operate (even if they do not supply your own operation directly)? 3. What procedures are in place to manage the retention of worker documentation? Who controls workers' ID papers?

Compensation Fishers typically receive payment in the form of a share of the sale of the catch and payments often lack transparency, with deductions frequently made.
1. Do you know if workers in your supply chain are paid at least the minimum wage in their country of employment?

2. Do you know how the workers are being paid? What payment structure is used to compensate fish workers (e.g. piece rate, fixed monthly salary, catch share)? Do fish workers receive advance payments or loans?

Contracts

Exploitative labor practices found in seafood processing include the prolonged use of more precarious short, fixed-term contracts, which are intended in law to only be used for temporary or seasonal work, and payment of wages below the minimum legal wage.

1. Does the worker have a written contract?
2. Are contracts written in a language that workers understand?

Complaints Mechanisms

While the law provides for workers' rights to join unions, conduct legal strikes, and bargain collectively, workers are still subject to anti-union discrimination and intimidation in the form of dismissal, transfer, and even seemingly unjust criminal charges.

1. What are the factors influencing fish workers' participation, or lack thereof, in trade unions?
2. What are you doing to institutionalize worker organization and collective bargaining in your supply chain?

Indonesia: Country-level indicators

Indicator	Description	Sources
Poverty levels in a country	Human Development Index HDI Value (2018): 0.707 HDI rank (2018): 111 Indonesia's HDI value for 2018 places it in the 'high human development' category and positions it at 111 out of 189 countries and territories. This rank is shared with Samoa. Indonesia's HDI value for 2018 is below the average of 0.750 for countries in the high human development group and below the average of 0.741 for countries in East Asia and the Pacific. Indonesia shows progress against each of the HDI indicators for income, health, and education from 1990 to 2018. However, when Indonesia's HDI value is discounted for inequality, it falls to 0.584, a loss of 17.4% due to inequality in the distribution of the HDI dimension indices. The average loss due to inequality for high HDI countries is 17.9% and for East Asia and the Pacific it is 16.6%.	UNDP Human Development Index (HDI) UNDP Global Human Development Indicators Country Profile: Indonesia
	Poverty headcount ratio at national poverty line (% of population): 9.8% (2018), showing decline over past three years from 11.2% (2015). The poverty headcount ratio is lower than neighboring countries Philippines 21.6% (2015), Papua New Guinea 39.9% (2008), and Timor-Leste 41.8% (2014).	World Bank
	Global Hunger Index (2019): Indonesia ranks 70 out of 117 qualifying countries. With a score of 20.1 out of 100, Indonesia suffers from a level of hunger that is 'serious'.	Global Hunger Index (GHI)

Indicator	Description	Sources
	Indonesia performs the same as neighboring country Philippines, and worse than Malaysia, while better than Timor-Leste. • Malaysia: 13.1 • Singapore: no data • Philippines: 20.1 • Australia: no data • Papua New Guinea: insufficient data, significant concern. • Timor-Leste: 34.5 Note: GHI is scored on a 100-point GHI Severity Scale, where 0 is the best score (no hunger) and 100 is the worst (where ≥ 50 is 'extremely alarming').	
Country's position in the regional economic power system	Comparing HDI ranking to other countries in the region: **Indonesia** • HDI Value (2018): 0.707 • HDI rank (2018): 111 (high human development) Indonesia's HDI is lower than neighboring countries Malaysia, Philippines, Singapore, and Australia, but higher than Papua New Guinea and Timor-Leste. Neighboring countries: **Malaysia** HDI Value (2018): 0.804 HDI rank (2018): 61 **The Philippines** HDI Value (2018): 0.712 HDI rank (2018): 106 **Singapore** HDI Value (2018): 0.935 HDI rank (2018): 9 **Australia**	UNDP Human Development Index (HDI) UNDP Global Human Development Indicators Country Profile:

Indicator	Description	Sources
	HDI Value (2018): 0.938 HDI rank (2018): 6 **Papua New Guinea** HDI Value (2018): 0.543 HDI rank (2018): 155 **Timor-Leste** HDI Value (2018): 0.626 HDI rank (2018): 131	
	Comparing its recent economic growth to the general economic growth rates in the region In July 2020, the World Bank assigned Indonesia to a higher income group, moving the country from the lower-middle income category to the upper-middle income category. **Indonesia** GDP Growth (annual %): 5.03 (2019) Indonesia's GDP growth is higher than all the neighboring countries except Philippines. Neighboring countries: **The Philippines** GDP Growth (annual %): 6.04 (2019) **Malaysia** GDP Growth (annual %): 4.33 (2019) **Australia** GDP Growth (annual %): 1.90 (2019) **Singapore** GDP Growth (annual %): 0.73 (2019) **Papua New Guinea** GDP Growth (annual %): 5.62 (2019)	

Indicator	Description	Sources
	Timor-Leste GDP Growth (annual %): 3.41 (2019)	
	Migration data Net migration rate (immigrants minus emigrants per 1,000 population) for Indonesia is: -0.4 (2020).	IOM Migration Data Portal.
	Regional migration trends and patterns Indonesia is primarily a source country for migrants, with workers migrating to countries within the Asia-Pacific and beyond. Nevertheless, Indonesia has also played an increasingly greater role as a transit and destination country for migrants in recent years. (Migration Policy Institute, 2018) Internal migration plays a significant role in Indonesian migration patterns, with the country spanning some 17,000 islands. Labor migration to other countries has also grown in importance, when the Indonesian government started to actively encourage overseas labor migration in the 1970's. An estimated seven percent of the Indonesian labor force worked overseas in 2016. True numbers of labor emigrants are unknown due to the lack of a central authority to compile data and the irregular employment of many workers. Historically, the Indonesian Government failed to set up workers to expect good treatment in overseas employment, but it has taken progressively stronger action to protect overseas workers in the last two decades, even suspending recruitment to some countries where workers have experienced poor treatment. (Migration Policy Institute, 2018) Immigration into Indonesia for work is restricted by government policies that only authorize employment of foreigners in jobs that require skills and qualifications not commonly found in the Indonesian labor force. The top reported countries of origin for migrant workers in 2016	Migration Policy Institute, 2018, 'Indonesia: A Country Grappling with Migrant Protection at Home and Abroad'

Indicator	Description	Sources
	were China, Japan, South Korea, India, and Malaysia, with China representing nearly 30% of immigrants issued with work permits that year. Indonesia also receives unauthorized foreign workers, mainly from China. In 2015, over 1,000 unauthorized workers from countries in South-East Asia were identified after having been trafficked into work in fishing on board foreign-flagged vessels and stranded in remote parts of Indonesia. Indonesia is also a recipient of displaced peoples and asylum seekers. The country's extensive coastline makes unofficial entry into the country easier. Asylum seekers come from countries including Vietnam, Myanmar, and Sri Lanka. Asylum seekers also use Indonesia as a transit point en-route to Australia, although the number of people attempting the journey between the countries has declined since 2013 because of policies put in place by Australia to deter asylum seekers. (Migration Policy Institute, 2018)	
	Known human trafficking routes The Freedom Collaborative Victim Journeys Map identifies Indonesia to Singapore and Indonesia to Malaysia as known human trafficking routes, as well as from other parts of Indonesia to Denpasar. Other trafficking routes identified include Tanzania to Indonesia. Indonesia is also a transit country for trafficking into Australia. According to the US Department of State's 2021 Trafficking in Persons (TIP) Report, each of Indonesia's provinces is a source and destination of trafficking. The report identifies Asia and the Middle East as destinations for trafficked Indonesian workers. Additionally, Indonesian workers are trafficked onto fishing vessels in the Indian and Pacific Oceans.	Freedom Collaborative, No date, Victim Journeys Map US Department of State, 2021 Trafficking in Persons (TIP) Report
Governance practices and systems in a	WGI (2019) Percentile rank • Voice and Accountability: 52.71 • Political Stability and Absence of Violence: 28.10 • Government Effectiveness: 60.10	World Governance Indicators (WGI)

Indicator	Description	Sources
country (measured through indexes)	• Regulatory Quality: 51.44 • Rule of Law: 42.31 • Control of Corruption: 37.98 Indonesia ranks in the lower percentiles for three indicators, 'Political Stability and Absence of Violence', 'Rule of Law' and 'Control of Corruption', and the other three in the higher percentiles. Indonesia ranks closely to the regional average for East Asia and Pacific, except for the indicator 'Political Stability and Absence of Violence', for which it ranks considerably below than the regional average. Note: Percentile rank among all countries ranges from 0 (lowest) to 100 (highest) rank, where the higher the percentiles, the better the governance.	
	Corruption Perception Index (2019) More than two-thirds of countries score below 50 on this year's CPI, with an average score of just 43. Indonesia's score of 40 places it below the average and positions it 85th out of 183 countries and territories. Indonesia scores less than the regional average for Asia Pacific. **Neighboring countries** • Malaysia: 53/100 • Singapore: 85/100 • Philippines: 34/100 • Australia: 77/100 • Papua New Guinea: 28/100 • Timor-Leste: 38/100 Average score for Asia Pacific region: 45/100 Note: Based on 0 = Highly Corrupt, 100 = Very Clean.	Transparency International Corruption Perception Index (CPI)

Indicator	Description	Sources
	Basel Anti-Money Laundering Index (2020) Rank: 96/141 countries Overall score: 4.62/10 Indonesia is among the top scoring countries in the East Asia and Pacific. Indonesia scores worse in the Basel AML index than neighboring country Singapore, and Australia, but better than neighboring countries Malaysia and the Philippines. **Neighboring countries** • Malaysia: 5.25/10 • Singapore: 4.56/10 • Philippines: 5.67/10 • Australia: 3.84/10 • Papua New Guinea: no data • Timor-Leste: no data World average: 5.2/10 Note: Ranking is out of 141 countries; top possible score is 0 (low risk,), lowest score is 10 (high risk).	Basel Anti-Money Laundering (AML) Index
	Global Rights Index (2021) Rating: 5 (No guarantee of rights) The ITUC Global Rights Index places Indonesia below the regional average ranking of 4.17 for the Asia-Pacific region, which is rated as the second worst region in the world for workers, behind the Middle East and North Africa. Indonesia performs worse in the GRI than neighboring country Singapore, and Australia, and share the same score with Philippines and Malaysia. In 2020, there were multiple accounts of worker's right violations. This includes a new law passed in October called	International Trade Union Conference (ITUC) Global Rights Index (GRI) 2021 ITUC Global Rights Index 2021 Report ITUC Global Rights Index 2019 Report

Indicator	Description	Sources
	the Omnibus Law that removed important protections for workers such as sick leave and justified it as a way to make Indonesia more attractive to investors. These changes sparked a countrywide protest that was met with violence from police. Later in the year, multiple assaults on peaceful protesters broke out across the country. (ITUC Global Rights Index 2021) In Indonesia, union-busting measures were frequent and workers attempting to form a union were systematically dismissed. (ITUC Global Rights Index 2019 Report) **Neighboring countries** • Malaysia: 5 • Singapore: 2 • Philippines: 5 • Australia: 3 • Papua New Guinea: no data • Timor-Leste: no data Note: Countries are ranked from 1 to 5+, where five plus corresponds to "no guarantee of rights due to the breakdown of the law" and 1 corresponds to "sporadic violations of rights".	
Education and general literacy levels in a country	Adult literacy rates, among the population aged 15 years and older (2018): 95.659% Adult female literacy rate (2018): 93.992% Adult male literacy rate (2018): 97.331% **Neighboring countries** • Malaysia (2018): 94.854% • Singapore (2018): 97.345% • Philippines (2015): 98.183% • Australia: no data • Papua New Guinea (2010): 61.6% • Timor-Leste (2018): 68.067%	World Bank Open Data

Indicator	Description	Sources
	Primary school completion rates (2018): 102.335% Primary completion rates, female (% of relevant age group) (2018): 101.639% Primary completion rates, male (% of relevant age group) (2018): 102.99% **Neighboring countries** • Malaysia (2017): 99.492% • Singapore (2017): 99.258% • Philippines (2017): 108.678% • Australia: no data • Papua New Guinea (2016): 77.124% • Timor-Leste (2018): 103.846% Note: "There are many reasons why the primary completion rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of primary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of primary education."	World Bank Open Data
	Lower secondary education completion rates (2017): 89.972% Lower secondary completion rates, female (% of relevant age group) (2017): 92.659% Lower secondary completion rates, male (% of relevant age group) (2017): 87.435% **Neighboring countries** • Malaysia (2017): 81.77% • Singapore (2017): 104.632% • Philippines (2017): 78.204% • Australia: no data • Papua New Guinea (2016): 62.13%	World Bank Open Data

Indicator	Description	Sources
	• Timor-Leste (2018): 90.861% Note: "There are many reasons why the rate can exceed 100 percent. The numerator may include late entrants and overage children who have repeated one or more grades of lower secondary education as well as children who entered school early, while the denominator is the number of children at the entrance age for the last grade of lower secondary education."	
	School enrolment, tertiary (2018): 36.311% gross School enrolment, tertiary, female (2018): 38.994% gross School enrolment, tertiary, male (2018): 33.752% gross **Neighboring countries** • Malaysia (2018): 45.125% • Singapore (2017): 84.793% • Philippines (2017): 35.475% • Australia: (2017): 113.142% • Papua New Guinea (1999): 1.778% • Timor-Leste (2010): 17.754%	World Bank Open Data
Attitudes towards migrant workers in a country's population	Migrant Acceptance Index - Indonesia: 3.93/9 Indonesia's score of 3.93 out of 9 indicates that people in Indonesia are less accepting of migrants than on average for all countries assessed, with a world score of 5.29/9. Indonesia's score is also lower than that of nearby countries and lower than the average score for South-East Asia, which is 4.48/9. **Neighboring countries** • Malaysia: no data • Singapore: 5.21/9 • Philippines: 6.77/9 • Australia: 7.98/9 • Papua New Guinea: no data	Gallup Migrant Acceptance Index

Indicator	Description	Sources
	• Timor-Leste: no data • Southeast Asia average: 4.48/9 Note: Based on 138 countries surveyed in 2016; U.S. surveyed in 2017; top possible score is 9.0.	
Legislation and regulation to protect migrant workers	Coverage of legal provisions under the labor laws Indonesia signed the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families in 2004 and ratified it in May 2012. Indonesia has since reported on its efforts to implement the regulations of the convention. The country's next report is due in October 2022. UN Treaty Body Database Indonesia's ratification of the Convention appears to have been driven primarily by its intention to enhance protections for Indonesian migrant workers and much of the information provided in Indonesia's initial report to the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families is focused on work done to support Indonesian migrant workers, with fewer references to efforts to protect foreign migrant workers in Indonesia. Initial reports of States parties due in 2013: Indonesia' This analysis is supported by the Committee's concluding observations, which state "The Committee recognizes that Indonesia, predominantly a country of origin, has made some progress in protecting the rights of its migrant workers abroad, although numerous challenges remain. The Committee notes that the State party is increasingly becoming a country of transit and destination and efforts are thus needed to ensure the protection of migrant workers' rights in the State party." (Pg. 1) Concluding observations on the initial report of Indonesia	UN Human Rights Office of the High Commissioner, 2019, UN Treaty Body Database Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, May 2017, 'Consideration of reports submitted by States parties under article 73 of the Convention pursuant to the simplified reporting procedure Initial reports of States parties due in 2013: Indonesia', CMW/C/IDN/1 Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, October 2017, Concluding observations on the

Indicator	Description	Sources
	Despite the Government of Indonesia's apparent focus on migrant workers overseas, more recently it claims to have made the protection of migrant workers a priority and has committed itself to ensuring that foreign workers are afforded rights in the workplace equal to those of Indonesian nationals. Opening Statement, 5 September 2017 Indonesia's 1945 Constitution forms the basis for the protection of human rights, on top of which, Law 39 Year 1999 on Human Rights defines "discrimination" and states that "every person has the rights to the protection of human rights and fundamental freedom, without discrimination." Initial reports of States parties due in 2013: Indonesia' Under President Regulation No. 20 of 2018 on the employment of foreign workers, Indonesia only allows foreign workers into the country to perform work that requires skills not available nationally. Other legislation relevant to foreign workers in Indonesia includes: • Law No. 13 Year 2003 on Manpower • Minister of Manpower and Transmigration Regulation No. 02/MEN/XII/2004 on Social Security Program for Foreign Workers • Minister of Manpower Regulation No. 10 of 2018 on the Procedure of the Employment of Foreign Workers • Minister of Law and Human Rights Regulation No. 27 Year 2014 on Technical Procedure on the Grant, Extension, Refusal, Cancellation, and the Termination of Visit, Temporary, Permanent, and the Exemption of Residency Permit. • Minister of Law and Human Rights Regulation No. 16 of 2018 on the Procedure of the Grant of Visa and Residency Permit of Foreign Workers	initial report of Indonesia*, CMW/C/IDN/CO/1 Law of the Republic of Indonesia, Number 18 of 2017 on Protection of Indonesian Migrant Workers ILO, 2020, Study on the recruitment and placement of migrant fishers from Indonesia Opening Statement by the Head of Delegation of Indonesia at the 27th Session of The Committee On Migrant Workers Geneva, 5 September 2017 Presidential Decree no. 20 of 2018 Migration Policy Institute, 2018, 'Indonesia: A Country Grappling with Migrant Protection at Home and Abroad'

Indicator	Description	Sources
	Foreign workers are not prohibited from forming workers' unions. Initial reports of States parties due in 2013: Indonesia' Employment of foreign workers is only authorized for positions that require qualifications, skills and experience not readily found in Indonesia. Presidential Decree no. 20 of 2018 ; Migration Policy Institute, 2018 Foreign workers, including seasonal workers, are entitled to change their employer or occupation. Initial reports of States parties due in 2013: Indonesia'	
	Access to social protection, health, and education Foreign workers in Indonesia are required to have insurance coverage with an insurance company operating in Indonesia. Foreign workers that stay in the country for more than six months are required to be enrolled in Indonesia's National Social Security System. The government provides Manpower Social Security Schemes and a National Health Insurance Scheme, that are applicable to foreign migrant workers and members of their families who have worked in Indonesia for at least six months. The children of foreign workers are eligible to attend school in Indonesia after registering with the Ministry of Education and Culture. Initial reports of States parties due in 2013: Indonesia'	Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, May 2017, 'Consideration of reports submitted by States parties under article 73 of the Convention pursuant to the simplified reporting procedure Initial reports of States parties due in 2013: Indonesia', CMW/C/IDN/1
	Bilateral MOUs or other agreements specifically designed to protect migrant workers Indonesia holds bilateral agreements related to the protection and placement of migrant workers with thirteen	Committee on the Protection of the Rights of All Migrant Workers and Members of Their

Indicator	Description	Sources
	countries including Saudi Arabia, Malaysia, Kuwait. Initial reports of States parties due in 2013: Indonesia'	Families, May 2017, 'Consideration of reports submitted by States parties under article 73 of the Convention pursuant to the simplified reporting procedure Initial reports of States parties due in 2013: Indonesia', CMW/C/IDN/1
Ratification of relevant international conventions and domestication of conventions into a national legal framework (Forced labor, human trafficking, and hazardous child labor)	Convention No. 29 - In Force	Forced Labour Convention, 1930 (No. 29)
	Convention No. 105 - In Force	Abolition of Forced Labour Convention, 1957 (No. 105)
	Convention No. 138 - In Force	Minimum Age Convention, 1973 (No. 138)

Indicator	Description	Sources
	Convention No. 182 - In Force	Worst Forms of Child Labour Convention, 1999 (No. 182)
	Protocol 29 - Not Ratified	Protocol of 2014 to the Forced Labour Convention, 1930 (P29)
	Palermo Protocol - Ratified	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (the 'Palermo Protocol')
	Convention No. 188 - Not Ratified	ILO Convention 188 on Work in Fishing;
	PSMA – Party to the PSMA	The FAO Port State Measures Agreement (PSMA)
	Domestication into national legislation The law prohibits all forms of forced labor. The minimum age for work is set at 15 years, as regulated by Article 69 of the Manpower Act and the Law on the Ratification of ILO C. 138. The minimum age for hazardous work, as laid out in Article 74 of the Manpower Act and Article 2 of Ministerial Decree No. 235, is set at 18 years.	US Department of State, 2019 Country report on human rights practices: Indonesia US Department of Labor 2018 Findings on the Worst Forms of Child Labor: Indonesia

Indicator	Description	Sources
	The 2007 anti-trafficking law criminalizes all forms of labor trafficking and sex trafficking of adults and prescribes penalties of up to 15 years' imprisonment. However, the 2007 law fails to effectively criminalize all forms of child sex trafficking by requiring a demonstration of force, fraud, or coercion to constitute a child sex trafficking offense.	US Department of State, 2021 Trafficking in Persons (TIP) Report: Indonesia
Regulation of recruitment	Country's government-sanctioned oversight mechanisms (regulations, accreditation schemes, inspection, etc.) of recruitment agents Indonesia has not ratified the ILO convention 'C181 - Private Employment Agencies Convention, 1997 (No. 181)', which provides for the regulation of recruitment through private employment agencies for all categories of workers except seafarers. ILO NORMLEX Recruitment of Indonesian migrant workers is regulated by Ministerial Regulation No. 9 of 2019 on the Procedure of Placement of Indonesian Migrant Workers, which strengthens end-to-end protection for Indonesian Migrant Workers, including their right to socio-economic and legal protections before, during and after migration and limitations on the operations of private employment agencies placement, not recruitment, and other measures to promote ethical recruitment. There are no specific regulations on recruitment in Indonesia's fishing industry. Jones et al., 2019	ILO NORMLEX, 'C181 - Private Employment Agencies Convention, 1997 (No. 181) ILO NATLEX Ministerial regulation no 9 of 2019 Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, May 2017, 'Consideration of reports submitted by States parties under article 73 of the Convention pursuant to the simplified reporting procedure Initial reports of States parties due in 2013: Indonesia', CMW/C/IDN/1 Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the

Indicator	Description	Sources
		wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University
Enforcement of legislation for forced labor, human trafficking, hazardous child labor, migrant worker protections, recruitment and working conditions	Reliable evidence indicates that Indonesia is making efforts to enforce anti-trafficking, forced labor, and child labor laws but is not always effective in doing so. Concerns continue to be highlighted by observers about a lack of capacity for authorities to implement and enforce laws, including a lack of funding for the labor inspectorate. The USDOS 2020 TIP Report assigns Indonesia a Tier 2 TIP Ranking, stating "The Government of Indonesia does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so. The government demonstrated overall increasing efforts compared to the previous reporting period; therefore Indonesia remained on Tier 2." (pg. 288) Efforts reported include the maintenance of 13 law enforcement trafficking task forces established in 2018. Nevertheless, prosecutions and convictions for trafficking decreased in the reporting year. There were no reports of any trainings conducted in the 2020 reporting period. A lack of training on trafficking for local officials means that trafficking crimes are often prosecuted under the Law on Migrant Workers Protection, which mandates less severe penalties than the anti-trafficking law. Other problems identified include poor government agency coordination and data collection, as well as the inconsistent application of anti-trafficking funds and policy implementation at a provincial level. Furthermore, official complicity in trafficking crimes is identified as a significant concern and the government did not report on	US Department of State 2020 Trafficking in Persons (TIP) Report US Department of State 2021 Trafficking in Persons (TIP) Report US Department of Labor 2018 Findings on the Worst Forms of Child Labor: Indonesia

Indicator	Description	Sources
	prosecutions or convictions of any allegedly complicit officials. Protections for trafficking victims are inadequate and the government notably failed to adequately screen vulnerable groups for indicators of trafficking, including during raids to combat illegal fishing, resulting in the punishment or deportation of potential trafficking victims.	
	Evidence of enforcement of child labor laws from USDOL There are gaps in Indonesia's legal framework for child labor and, overall, enforcement is not effective. The USDOS states that, "Penalties for violating minimum age provisions were not sufficient to deter violations." and, "The [Indonesian] government did not effectively enforce the law prohibiting the worst forms of child labor." Enforcement of child labor laws is hindered by a lack of capacity within the relevant authorities. Gaps persist within the Ministry of Manpower's operations, including a lack of sufficient capacity for labor inspections. The government noted that it did not have enough financial resources to cover office infrastructure and transportation for the labor inspectorate. The USDOL states that, according to the ILO's technical advice regarding the number of labor inspectors, Indonesia should employ about 8,407 labor inspectors, but employed less than one-third of that number at only 1,619 in 2018. A lack of sufficient funds at a regional level means that some Provincial and District Task Forces were unable to incorporate recommendations from the National Task Force to Combat Trafficking in Persons into their plans of action to guide efforts to eliminate trafficking of children. Despite the 2020 pandemic, the Indonesian government made strides to protect and rescue children from hazardous child labor. The Family Hope Program removed	US Department of State, 2019 Country report on human rights practices: Indonesia US Department of Labor 2020 Findings on the Worst Forms of Child Labor: Indonesia

Indicator	Description	Sources
	9,000 children and enrolled them in school. However, a lack of funding continues to be a problem in fully reducing the number of children in hazardous child labor, including sex trafficking. Industries that use child labor in Indonesia include, sandal making, gold, rubber, tin and tobacco production, with fish and palm oil production also dealing in forced labor. USDOL, 2020	
	GSI: Reflecting the issues described above, the 2018 Global Slavery Index (GSI) rates the Indonesian Government's response to Modern Slavery as BB. The GSI methodology states a Government Response Rating of BB indicates that: "The government has introduced a response to modern slavery that includes short-term victim support services, a criminal justice framework that criminalises some forms of modern slavery, a body to coordinate the response, and protection for those vulnerable to modern slavery. There may be evidence that some government policies and practices may criminalise and/or cause victims to be deported and/or facilitate slavery." • Est. no. of people living in modern slavery: 1,220,000 • Prevalence Index Rank: 74/167 • Vulnerability to Modern Slavery: 50.45/100 • Government Response Rating: BB Note: The GSI ranks government responses from AAA (very comprehensive response) to D (very inadequate), and a higher rating on the GSI is assumed to mean lower risk by the SSRT.	Global Slavery Index's overall ratings
	In reporting to the Human Rights Council, the Committee on the Rights of the Child noted its concern about the high prevalence of trafficking in Indonesia and urged Indonesia to extend the anti-trafficking Task Force to cover the whole country. With regards specifically to child labor, the Committee expressed is concern about the large number of	Report of the Office of the United Nations High Commissioner for Human Rights, February 2017,

Indicator	Description	Sources
	children exposed to the worst forms of child labor, and gaps in legal provisions to protect children.	Compilation of UN Information
	In its response to Indonesia's initial report to the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Committee noted Indonesia's adoption of a national action plan on combatting trafficking in persons, but raised concerns that anti-trafficking laws are not being implemented effectively and that the national task force does not yet cover many districts. It also highlighted pervasive trafficking related corruption, low rates of prosecution, and a lack of measures to protect trafficking victims and provide remediation.	Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, October 2017, Concluding observations on the initial report of Indonesia*, CMW/C/IDN/CO/1
Evidence of forced labor, human trafficking, and hazardous child labor in the country	According to the USDOS 2021 Trafficking in Persons report, each of Indonesia's 34 provinces is a source and destination for trafficked persons. Men, women, and children are exploited in domestic servitude, agriculture, fishing and fish processing, construction, and mining and manufacturing. Women and girls are exploited by sex traffickers across Indonesia. The US Department of Labor (USDOL)'s 2020 List of Goods Produced by Child Labor or Forced Labor explicitly identifies fish, sandals, gold, palm oil, rubber, tin and tobacco as goods produced by child labor and / or forced labor.	US Department of State, 2021 Trafficking in Persons (TIP) Report USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor

Table 1: Indonesia - Country-level indicators

Indonesia: Seafood industry-level indicators

Indicator	Description	Sources
Direct evidence of Forced labor, human trafficking, and hazardous child labor	Indonesia's seafood industry has been linked to child labor and forced labor by the US Department of Labor (USDOL) and the US Department of State (USDOS) in the past five years. The USDOS' most recent Trafficking in Persons (TIP) report for 2020 states "In Indonesia, labor traffickers exploit women, men, and children in fishing, fish processing, and construction; on oil palm and other plantations; and in mining and manufacturing." USDOS TIP Report 2021 (p. 293) Additionally, fish from Indonesia is listed in the USDOL's 2020 List of Goods Produced by Child Labor or Forced Labor. The USDOL's 2018 Findings on the Worst Forms of Child Labor identifies hazardous child labor in seafood production, including work on fishing vessels and offshore platforms, and in processing facilities. Evidence sources cited include reporting by the US Embassy in Jakarta, investigative reporting by Associated Press (AP), a 2016 report by the International Organization for Migration (IOM), and a 2017 report by the UN Committee on the Protection of the Rights of All Migrant Workers and Members of their Families. But further information from those sources is limited. Most notably, the US Embassy information is un-published, and the AP report refers to slavery on board Thai fishing vessels, albeit with victims found in Benjina, Indonesia. McDowell, Robin, et al. 25 March 2015, AP Investigation There are multiple reports documenting the abuse of Indonesian migrant workers recruited into work on foreign fishing vessels operating overseas. A 2019 report from Greenpeace identified the risk to Indonesian fishers on working on board foreign distant water fishing fleets, with a focus on labor-intensive longline vessels. Evidence was found of workers being recruited by illegally operating	USDOS, 2021 USDOL, 2020 List of Goods Produced by Child Labor or Forced Labor USDOL, 2018 Child Labor and Forced Labor Reports McDowell, Robin, et al. 25 March 2015, AP Investigation: Slaves may have caught the fish you bought Greenpeace, 2019, Seabound: The journey to modern slavery on the high seas Monga Bay, 20 May 2020, 'Indonesia may bar citizens from working on foreign fishing boats after spate of deaths' BBC News, 11 June 2020, 'The Indonesian fishermen whose bodies were thrown overboard'

Indicator	Description	Sources
	manning agencies and exposed to debt bondage by excessive recruitment and processing fees by foreign brokers and Indonesian manning agencies. Additionally, some Indonesian migrant fishers were found to experience deception, withholding of wages, excessive overtime, and physical and sexual abuse. Greenpeace, 2019 The 2021 TIP report states that Indonesian fishers working on board Chinese, Korean, Vanuatuan, Thai, Malaysian and Philippines flagged or owned fishing vessels operating in Indonesian, Thai, Sri Lankan, Mauritian, and Indian waters are subject to forced labor. Fishers are recruited by agencies in Myanmar, Indonesia, and Thailand with false promises and then experience little or no payment, document retention, poor living and working conditions, and other abuses including physical abuse. USDOS TIP Report 2021 After video evidence of the deaths of Indonesian fishers on board Chinese-owned fishing vessels emerged in 2020, media reports in May of the same year stated the Indonesian Government is considering placing a temporary moratorium on Indonesian fishers working on foreign fishing vessels, while they work to improve protections and better coordinate recruitment processes for migrant fishers. MongaBay, 20 May 2020 , BBC News, 11 June 2020 The IOM report states that a compliance audit of fishing companies and fishing vessels operating in Indonesia from 2013 to 2015 conducted in 17 regions on 1,132 ex-foreign vessels (defined as a fishing vessel which was built abroad), found fisheries-related crimes including human trafficking, forced labor, and child labor. The audit findings showed that at least 168 of the 1,132 ex-foreign vessels were involved in trafficking in persons and forced labor. IOM, 2016 Lastly, observations from the UN Committee state ”The Committee is concerned about: (a) Reports that undocumented migrants working in the State party are	IOM, 2016, Human trafficking, forced labor, and fisheries crime in Indonesian fishing industry UN Human Rights Office of the High Commissioner, October 2017, Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families: Concluding observations on the initial report of Indonesia* London school of hygiene and tropical medicine AP, 17 September 2015, ’ More than 2,000 enslaved fishermen rescued in 6 months’

Indicator	Description	Sources
	frequently subjected to labour and sexual exploitation, including forced labour, particularly in the fisheries, construction, agriculture, mining, manufacturing, tourism and domestic work sectors; ... (c) The large number of migrant children exposed to hazardous conditions or the worst forms of child labour working in mines, offshore fishing, construction sites and quarries, or as domestic or sex workers, their early dropout from school and their vulnerability to violence andexploitation, including physical, psychological and sexual abuse, child trafficking and forced labour." UN Human Rights Office of the High Commissioner, October 2017 Migrant fishers from other parts of Asia are also subjected to forced labor on fishing vessels operating in Indonesian waters. According to the Study on Trafficking, Exploitation and Abuse in the Mekong Indonesia is the main destination of almost half of the migrant fishers trafficked from Thailand, Cambodia, and Vietnam. USDOS TIP Report 2020 , London school of hygiene and tropical medicine Foreign victims of forced labor and trafficking have been found stranded on remote islands in eastern Indonesia having been trafficked onto Thai fishing vessels operating in Indonesian territorial waters. Most exploited fishermen are Cambodian, Lao, and Burmese nationals. Since March 2015, the International Organization for Migration, in collaboration with the Indonesian Ministry of Marine Affairs and Fisheries, has identified approximately 1,500 new labor trafficking cases, with media sources reporting the rescue in 2015 of more than 2,000 foreign fishermen trafficked into work on Thai vessels. IOM, 2016 , AP, 17 September 2015	
ILO indicators of forced labor and ILO R190 definition of	A 2019 study by Coventry University explored working conditions among fishers and seafood processing workers in Indonesia, focusing on the Indonesian flagged fleet fishing in Indonesian waters primarily. The study found no direct evidence of widespread use of forced labor, human	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the

Indicator	Description	Sources
hazardous child labor	trafficking, or hazardous child labor. But the report documented high levels of informality, widespread use of (informal) labor brokers, the existence of recruitment fees, cases of withholding of ID documents, and generally low levels of organization and awareness of rights among seafood workers (both fishers and factory workers). The report noted that deductions are frequently made from fishers' wages that can leave fishers in a cycle of debt when catches are not good, forcing them to return to the fishing vessel, indicating forced labor.	wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.

Fishing, aquaculture and processing regulations and policies	Labor-related fishing legislation
	
	The ILO NATLEX database lists three laws relating specifically to fishers. ILO NATLEX Database
	
	The 2018 Global Slavery Index (GSI) for fishing – Indonesia:
	• National Fisheries Policy (catch outside EEZ, distant water fishing, and subsidies)
	  ○ Medium Risk
	• Wealth and Institutional Capacity (GDP per capita, value landed per fisher, and unreported landings)
	  ○ Medium Risk.
	
	The main fisheries authority in Indonesia is the Ministry of Marine Affairs and Fisheries, but the Ministry of Manpower and the Ministry of Transport also hold related responsibilities for labor conditions on fishing vessels.
	
	Among others, related regulations and policies include:
	• BNP2TKI Regulation 3/2013 on Technical Guidance on Placement and Recruitment of Fishers on Foreign-flagged Fishing Vessels ILO SEA Fisheries, National Policy and Regulations
	• Ministry of Manpower, Regulation 9/2019 on Procedures on the Placement of Indonesian Migrant Workers.
		ILO NATLEX Database
		
		Global Slavery Index (GSI) 2018 - FishingILO SEA Fisheries, No date, National Policy and Regulations
		
		Ecolex, Law of the R.I. No. 7/2016 on the Protection and Empowerment of Fishermen, Fish Raisers and Salt Farmers.
		
		Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University

Indicator	Description	Sources
	Law of the Protection and Empowerment of Fishermen, Fish Raisers and Salt Farmers (No. 7/2016) Ecolex • Fishers protections not covered by other laws are provided in Law 7 (2016) Protection and Fisherman Empowerment. • Article 28 requires fishing vessel owners to provide workers with a written work agreement. • Other issues covered include the safety of fishers, and access to insurance for occupational accidents and loss of lives. Regulation of Minister of Marine Affairs and Fisheries Number 42 of 2016 on Sea Working Agreement for Fishing Crew • The regulation aims to standardize work contracts for Indonesian fishers. It provides for a standard sea working agreement (PKL) which should set out employment conditions including working hours, wages, and health and life insurance. Jones et al., 2019 Regulation of the Minister of Marine Affairs and Fisheries of the Republic of Indonesia No. 35/ PERMEN-KP/ 2015 on Human Rights Systems and Certification in Fisheries Businesses, and Regulation of the Minister of Marine Affairs and Fisheries of the Republic of Indonesia No. 2/PERMEN-KP/2017 concerning Requirement and Mechanism of Human Rights Certification for Fisheries Ecolex • These regulations establish a certification mechanism for human rights on fishing boats above 30 GT. Requirements include: a human rights policy, a due diligence and remediation system, and a human rights audit. Provisions for monitoring compliance include annual surveillance audits and crew list checks. Under the regulation, companies that do not obtain human rights certification are not allowed to operate in Indonesian waters. FIHRRST, January 2017	Ecolex, Regulation of the Minister of Marine Affairs and Fisheries of the Republic of Indonesia No. 2/PERMEN-KP/2017 concerning Requirement and Mechanism of Human Rights Certification for Fisheries. Foundation for International Human Rights Reporting Standards (FIHRRST), January 2017, 'Indonesia takes action to protect the rights of fishermen' ILO, 2019a, Indonesia's fisheries human rights certification system: assessment, commentary, and recommendations - Working Paper ILO, 2019b, Indonesia and the Work in Fishing Convention, 2007 (No. 188): a comparative analysis – Working Paper

Indicator	Description	Sources
	• The certification is intended to cover the protections established for fishers in the ILO Work in Fishing Convention (C188). Jones et al., 2019 • Failure to be certified can result in the suspension or cancellation of fishing permits issued by the MMAF. ILO, 2019a Law 18/2017 on Protection of Indonesian Migrant Workers extends protections for migrant workers to fishers and seafarers. ILO, 2019b However, a 2020 ILO report on recruitment and placement of fishers from Indonesia found that there were gaps in the implementation of recruitment regulations and that fishers are recruited by informal/illegal recruitment agents. ILO 2020 Indonesia has yet to ratify ILO Convention No.188 on Work in Fishing. An analysis published by the ILO in 2019 shows that the country does not yet have sufficient legislation to comply with the requirements of the convention. It states that Indonesia does not have legislation in place to enable it to carry out inspections of living and working conditions on board foreign flagged fishing vessels in its ports. ILO, 2019b	ILO 2020, Study on the recruitment and placement of migrant fishers from Indonesia
Enforcement and implementation of industry-specific regulations and policies	While there is a legal framework in place to protect seafood workers, including fishers and processing workers, this framework is often not implemented or enforced. The implementation of labor rights-related regulations in fishing is hindered by a lack of clarity about institutional responsibility. The Ministry of Manpower is technically responsible for all workers, including fishers, but does not take responsibility for fishers due to the largely informal nature of fishing work in the country. Responsibility for on board audits under the human rights certification mechanism is assigned to the Ministry of Marine Affairs and Fisheries but is not being implemented. The Ministry of	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. ILO, 2019, Indonesia's fisheries human rights

Indicator	Description	Sources
	Transportation and harbor masters also have labor-related responsibilities. Jones et al., 2019 The certification of human rights on board fishing vessels has not been implemented widely in Indonesia and there is a general lack of knowledge about the regulation for human rights certification among companies, fishing vessel captains, and harbormasters. Jones et al., 2019 The ILO reported in 2019 that although a Human Rights Team (HRT) was established in 2017 with the purpose of appointing an accredited assessment agency and training institute for the certification mechanism, the HRT had yet to meet, thus delaying the accreditation of these organizations. Meanwhile, there is little incentive for industry to comply with the human rights certification regulations as it is yet to be widely recognized and does not afford an economic advantage. The threat of revoking fishing permits is also insufficient as it only applies to vessels that are licensed by the MMAF. These comprise vessels over thirty gross tonnes, which account for an estimated one percent of the Indonesian fishing fleet only. Enforcement actions against smaller vessels are limited. ILO, 2019 Requirements about crew documentation and safety training on board fishing vessels seem not to be systematically implemented and outsourcing and temporary contracts are used in seafood processing to short-change workers. Moreover, use of informal labor brokers known as ”Calo” undermines implementation of regulations. Jones et al., 2019	certification system: assessment, commentary, and recommendations - Working Paper
Access to workplaces for third-party monitors (trade union representatives,	Information about access to seafood workplaces for third-party monitors is limited. Inspections on fishing vessels reportedly focus on equipment and occupational health and safety, and not labor rights. Jones et al., 2019	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood

Indicator	Description	Sources
on-board observers, etc.)	According to the ILO, Indonesia does not have legislation in place to enable it to carry out inspections of living and working conditions on board foreign flagged fishing vessels in its ports. Additionally, it states that the Ministry of Manpower, which is responsible for labor inspections, has limited access to fishing vessels and fishers. ILO, 2019	industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University ILO, 2019, Indonesia and the Work in Fishing Convention, 2007 (No. 188): a comparative analysis – Working Paper
Worker access to a functional grievance mechanism	Fishers in Indonesia avoid making complaints directly to their employer for fear of repercussions. Trade unions and fishers' associations exist to help fishers make claims about grievances such as unpaid wages. However, a lack of resources and the transient nature of fishers who move from vessel to vessel makes it difficult for these groups to support workers. Access to formal grievance mechanisms in seafood processing factories is limited. Jones et al., 2019	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
Access to join a trade union	Although trade unions exist, fishers in Indonesia are rarely unionized, while processing workers are somewhat better organized. In either case, unionization levels are considered low. Discrimination against workers trying to organize occurs; evidence was found from one seafood processing factory in East Java of workers being dismissed after trying to organize. Jones et al., 2019 More recently in May 2019, Reni Desmiria, secretary of the SPBMI (BMI Workers' Union) and a contract worker at a seafood processing plant in Lampung, was arrested and later imprisoned for allegedly using a false education certificate to get her job at the plant. Most workers at the	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.

Indicator	Description	Sources
	factory were employed on nonpermanent contracts and did not have social security or healthcare coverage. The arrest notably occurred after she had enrolled many workers in the government's mandatory health insurance scheme. After the arrest, she was told that she would be released if she quit her position at the company, but she refused and went on to be sentenced to four months imprisonment. ITUC Global Rights Index 2020 Report	ITUC Global Rights Index 2020 Report
Participation in voluntary schemes and implementation of comprehensive corporate policies and strategies to combat forced labor, human trafficking, and hazardous child labor	AP2HI is the Indonesian Pole and Line and Handline Fishing Association. It is a member of the International Pole and Line Foundation (IPLNF). While the focus for AP2HI has been on environmental sustainability to a great degree, the Association also concerns itself with fishers' livelihoods. There are 36 members of AP2HI, representing fishers, fishing companies, and processors. Members agree to a Code of Conduct, which includes criteria relating to compliance with fishery and labor laws and regulations and implementation of a traceability scheme, promotes safety at sea, and requires a public policy against forced and child labor, among other criteria. However, more detailed guidance or criteria on forced labor and child labor for members or an auditing mechanism for compliance is not in place. As a member of IPLNF, AP2HI and its members sign up to the IPLNF Social Manifesto, promoting the empowerment of individual pole-and-line fishers. A 2020 study by Greenpeace Southeast Asia examined the tuna sourcing practices of five tuna canneries in Indonesia, all members of AP2HI, as well as six canneries in the Philippines and nine tuna brands in Thailand. Of the top four scoring companies with an overall "good" rating, two were Indonesian, with the other three Indonesian companies receiving an overall "fair" rating. But, even among the top scoring Indonesian company, Greenpeace noted a need for better publication of corporate sustainability policies, to	AP2HI AP2HI Code of Conduct IPLNF Social Manifesto Greenpeace Southeast Asia, 2020, Southeast Asia Canned Tuna Ranking, 2020 Edition Seafood Source, 19 May 2020, ' Indonesian handline tuna fishery recognized as sustainable by MSC, Fair Trade' Indonesian Tuna, No date, PT. Harta Samudra Seafood Source, 25 March 2019, ' Bali Seafood International introduces worker

Indicator	Description	Sources
	establish anonymous grievance mechanisms and engage with trade unions and other worker representatives. Greenpeace Southeast Asia, 2020 At least one yellowfin tuna producer in Indonesia has achieved both Fair Trade certification and MSC certification. The North Buru and Maluku Fair Trade Fishing Association tuna fishery for yellowfin tuna, based in Maluku Province, has been involved in a fishery improvement project (FIP) since 2013. In October 2014, the fishery, and associated processor Harta Samudra, was certified under the Fair-Trade USA Capture Fisheries Standard and fishers were organized into nine Fair Trade associations. In May 2020, the fishery also achieved MSC certification. Seafood Source, 19 May 2020 , Indonesian Tuna, No date A notable corporate effort is the introduction of a worker empowerment initiative at a fish processing plant in Sumbawa, Indonesia, owned by PT Bali Seafood International (BSI), a subsidiary of US company North Atlantic Inc. The initiative uses workplace agreements for fishers and processing workers, negotiated with and facilitated by the Indonesian Seafarers Union, to promote improvements for workers. The company plans to extend the initiative to other facilities in 2020. Seafood Source, 25 March 2019	empowerment initiative'

Table 2: Indonesia - Seafood industry-level indicators

Indonesia: Fishing indicators

Indicator	Description	Sources
Direct evidence of Forced labor, human trafficking, and hazardous child labor	None found.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	Qualitative research conducted between March 2017 and December 2019 through interviews and focus groups with fishing and canning factory workers primarily engaged in tuna production, and other seafood stakeholders, found that recruitment of fishing crew sometimes relies on the use of brokers who have been linked to extortion of workers, particularly those new to the fishing industry. Problems with extortion are of significant concern around Benoa harbor, the main tuna landing port in Indonesia, where local gangsters known as 'preman' are involved in recruitment. Fishers hired through brokers are sometimes paid a cash advance through informal credit systems to buy food and other supplies for their families before embarking on the vessel. This debt can lead to extortion and a cycle of debt. For some fishers, earnings are paid through the broker, increasing opportunities for excessive wage deductions to be made. When not at sea, fishers are strongly encouraged to spend money in shops owned by the preman. By the end of their trip, some fishers are left in a situation of having "spent" all their earnings, resulting in a situation of debt bondage (an indicator of forced labor) whereby they are forced to return for further work on the vessel. Some evidence was noted of the withholding of identity documents until cash advances were paid back in full, although it is also noted that as Indonesian crew and not migrant workers, the fishers can leave and return home even without their ID card. This situation of debt is exacerbated by the use of the profit-share form of payment, where fishers are paid a share of the sales of the catch; if the catch is not good, fishers can be left indebted after	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. Seafood Trade Intelligence Portal, 2020, Indonesia tuna landing and trading

Indicator	Description	Sources
	payment of operational costs for the trip. The research also noted isolated incidences of physical violence onboard fishing vessels, and more commonly, use of verbal warnings. Jones et al., 2019 , Seafood Trade Intelligence Portal, 2020	
Fishing Characteristics	Thirty or more days at sea Days at sea unknown. Fishing vessels are not authorized to transship in the Indonesia Fishery Management Area. International Organization for Migration et al, 2016	International Organization for Migration, Indonesian Ministry of Marine Affairs and Fisheries, & Centre for Trust, Peace and Social Relations, Coventry University, 2016, Human Trafficking, Forced Labour and Fisheries Crime in the Indonesian Fishing Industry

	Targeting overexploited stocks
	
	Tropical tuna caught in the Western and Central Pacific Ocean is not considered overexploited at the current time.
	
	FishSource scores:
	• Skipjack tuna – Western and Central Pacific Ocean
	  ○ Current health - 10
	  ○ Future health – 10
	• Bigeye tuna – Western and Central Pacific Ocean
	  ○ Current health – 9.9
	  ○ Future health – 8.5
	• Yellowfin tuna – Western and Central Pacific Ocean
	  ○ Current health – 9 to 9.5
	  ○ Future health – 8.8 to 9.1
	
	ISSF status report
		FishSource
		
		International Seafood Sustainability Foundation (ISSF), March 2020, Status of the World Fisheries for Tuna
		
		Seafood Watch, Seafood Recommendations

Indicator	Description	Sources

	• "The latest assessment indicates that the Western Pacific bigeye tuna stock is not overfished, with biomass above the limit reference point established by WCPFC. The management measures in place appear to be sufficient to prevent overfishing."
	• "The Western and Central Pacific yellowfin tuna stock is not overfished and overfishing is not occurring."
	• [WCPO skipjack tuna] "Overfishing is not occurring and the stock is not overfished."
	
	Tropical tuna caught in the WCPO is rated by Seafood Watch as:
	• Skipjack
	  ○ Associated purse seine – AVOID
	  ○ Unassociated purse seines (non-FAD) – GOOD ALTERNATIVE.
	• Bigeye
	  ○ Associated purse seine – AVOID
	• Yellowfin
	  ○ Associated purse seine – AVOID
	  ○ Unassociated purse seines (non-FAD) – GOOD ALTERNATIVE.
	
	Skipjack tuna caught in the Indian Ocean is not overexploited. However, overfishing of bigeye tuna and yellowfin tuna is occurring and the stock of yellowfin tuna is overfished.
	
	FishSource scores
	• Skipjack tuna – Indian Ocean
	  ○ Current health - 8
	  ○ Future health – 9.6
	• Bigeye tuna – Indian Ocean
	  ○ Current health – 8.9
	  ○ Future health – 7.2
	• Yellowfin tuna – Indian Ocean
	  ○ Current health – 7.3	

Indicator	Description	Sources
	○ Future health – 7.2 ISSF status report: • [Indian Ocean skipjack tuna] "Overfishing is not occurring and the stock is not overfished." • [Indian Ocean bigeye tuna] "Overfishing is occurring, but the stock is not overfished." • [Indian Ocean yellowfin tuna] "The stock is estimated to be overfished and overfishing is occurring due to an increase in catch levels in recent years." Tropical tuna caught in the Indian Ocean is rated by Seafood Watch as: • Skipjack ○ Hand-operated pole-and-lines - GOOD ALTERNATIVE. ○ Unassociated purse seine (non-FAD) – GOOD ALTERNATIVE. ○ Trolling lines - GOOD ALTERNATIVE. ○ Floating object purse seine (FAD) – AVOID. • Bigeye ○ Floating object purse seine (FAD) – AVOID. ○ Drifting longlines – AVOID. • Yellowfin ○ Hand-operated pole-and-lines - GOOD ALTERNATIVE. ○ Trolling lines - GOOD ALTERNATIVE. ○ Floating object purse seine (FAD) – AVOID. ○ Drifting longlines – AVOID ○ Unassociated purse seines (non-FAD) – AVOID.	
Evidence of correlated practices	IUU fishing The IUU Fishing Index gives Indonesia a score of 2.7 (1 being the best, and 5 the worst) and ranks it 15th out of 152 countries, and 7th out of 20 Asian countries. Of the three categories assessed (Vulnerability, Prevalence, and	IUU Fishing Index European Commission, Overview of existing

Indicator	Description	Sources
	Response) Indonesia scores most poorly on vulnerability overall (score 4.00) and under the framing of port vulnerability (score 5.00). IUU Fishing Index Indonesia has not received any official warnings from the European Commission under the EU carding scheme for IUU fishing. European Commission, Overview of existing procedures as regards third countries No Indonesian fishing vessels are cited in the latest WCPFC IUU Vessel List for 2020 (issued 8 May 2020). WCPFC IUU Vessel List for 2020 One vessel with an Indonesian flag and two vessels registered to owner and operator addresses in Indonesia are cited on the latest IOTC IUU Vessel List (issued 28 February 2020). IOTC List of IUU Vessels The appointment of Susi Pudjiastuti as Indonesia's Minister of Marine Affairs and Fisheries in 2014 led Indonesia to take a hardened stance against IUU fishing. Efforts introduced to address IUU fishing since then have included a moratorium on ex-foreign fishing vessels (deemed less likely to comply with Indonesian legislation) from October 2014 to April 2015 and a ban on transshipment in the Indonesia Fishery Management Area. A prominent and controversial measure used to tackle IUU fishing has been the destruction of fishing vessels caught fishing illegally, including the sinking of foreign fishing vessels from Vietnam, the Philippines, and Malaysia. In 2019, Minister Susi said that more than 500 foreign fishing vessels had been destroyed under this measure. International Organization for Migration et al, 2016 , Seafood Source, 21 May 2018 , Global Fishing Watch, 24 July 2019 In June 2017, Indonesia published Vessel Monitoring System (VMS) data showing the activity of its commercial fleet. The data, which shows commercial fishing in Indonesian waters and in areas of the Indian Ocean, was made public on Global	procedures as regards third countries WCPFC IUU Vessel List for 2020 IOTC List of IUU Vessels International Organization for Migration, Indonesian Ministry of Marine Affairs and Fisheries, & Centre for Trust, Peace and Social Relations, Coventry University, 2016, Human Trafficking, Forced Labour and Fisheries Crime in the Indonesian Fishing Industry Seafood Source, 21 May 2018, 'Indonesia's explosive IUU policy is working, new report says' Global Fishing Watch, 24 July 2019, 'Sharp decline in foreign fishing boats in Indonesian waters – Global Fishing Watch analysis'

Indicator	Description	Sources
	Fishing Watch (GFW)'s publicly available online map platform in a move to increase transparency in the country's fishing industry and support efforts to combat IUU fishing. Global Fishing Watch, 7 June 2017 According to a joint statement released by Indonesia and Global Fishing Watch, Indonesia was the first country to publicly share its proprietary VMS data, which includes data for around 5,000 medium-sized commercial fishing vessels that are not required to carry Automatic Identification Systems (AIS). Joint Statement from the Republic of Indonesia and Global Fishing Watch, Inc. June, 2017 However, since the appointment of a new fisheries minister in October 2019, the Indonesian Government has backtracked on some of its fisheries reforms and there is a risk that efforts to address IUU fishing may be weakened. Mongabay, 27 November 2019 Nonetheless, in July 2020 the government established the Indonesian Maritime Information Center (IMIC) to act as an intelligence hub, pooling information from several ministries and agencies to tackle IUU fishing. The IMIC, which replaces an IUU fishing task force that was disbanded when Susi left office, is intended to combine data from those authorities charged with addressing IUU fishing and other security issues to improve planning and interagency coordination. Mongabay, 29 September 2020 US agency NOAA has worked with Indonesia since 2009 on issues of bycatch and IUU fishing. In 2017 and 2018, NOAA provided training to help combat IUU fishing and implement the Port State Measures Agreement. NOAA, September 2019 A compliance audit of fishing companies and fishing vessels operating from 2013 to 2015 conducted in 17 regions on	Global Fishing Watch, 7 June 2017, 'Indonesia makes it fishing fleet visible to the world' Joint Statement from the Republic of Indonesia and Global Fishing Watch, Inc. June, 2017 Mongabay, 27 November 2019, 'Indonesia's new fisheries minister may go easy on trawl nets, poachers' boats' Mongabay, 29 September 2020, 'Indonesia's new intelligence hub wields data in the war on illegal fishing' NOAA, September 2019, Improving International Fisheries Management Report to Congress Pursuant to Section 403(a) of the Magnuson-Stevens Fishery Conservation and Management

Indicator	Description	Sources
	1,132 vessels, found that 100-percent of companies and vessels violated fisheries and fisheries-related regulations. The violations included: • Not landing the fish in the fishing port (29%) • Fishing outside the fishing ground (47%) • Deactivating the vessel monitoring system (VMS) (73%) • Using prohibited fishing gear (2%) • Transporting goods to and from the territory of Indonesia without going through customs authorities (37%) • Transshipment at sea (37%) • Forgery of fishing logbook record (17%) IOM, 2016	Reauthorization Act of 2006 IOM, 2016, Human trafficking, forced labor, and fisheries crime in Indonesian fishing industry
	Transshipment Actual practices regarding transshipment by Indonesian tuna fishing vessels are unknown. Nonetheless, Ministerial Decree of Ministry of Marine Affairs and Fisheries No. 57/PERMEN-KP/2014 on Captured Fishery Business prohibits transshipment in the Indonesia Fishery Management Area. International Organization for Migration et al, 2016	International Organization for Migration, Indonesian Ministry of Marine Affairs and Fisheries, & Centre for Trust, Peace and Social Relations, Coventry University, 2016, Human Trafficking, Forced Labour and Fisheries Crime in the Indonesian Fishing Industry
	Suspect or illegal flagging practices Indonesia is not listed as a flag of convenience (FOC) by the ITF's fair practices committee. The presence of foreign fishing vessels in Indonesian waters has declined significantly since a ban was enacted in November 2014 by the Minister of Maritime Affairs and	International Transport Worker's Federation (ITF) Flag of Convenience FOC countries

Indicator	Description	Sources
	Fisheries, meaning Indonesian vessels are also less likely to operate with other foreign flags. (Global Fishing Watch, 2019)	Combined IUU Vessels List Global Fishing Watch, 2019
	AIS dark spots to conceal criminal activities In Indonesia, domestic fishing vessels do not typically use Automatic Information Systems (AIS). Fishing vessels over 30 Gross Tonnage (GT) are required to transmit Vessel Monitoring System (VMS) data for monitoring by the Indonesian Government. Global Fishing Watch reported a significant reduction in fishing activity by vessels transmitting AIS data in Indonesian waters since the 2014 moratorium on foreign vessels was put in place. Dark vessel analysis of light emissions from vessels not transmitting AIS or VMS data also detected a reduction in emissions inside the Indonesian exclusive economic zone following the moratorium. Nevertheless, AIS data show that foreign vessels have continued to operate in Indonesian waters since the 2014 ban. Foreign vessel activity identified in Indonesian fishing management areas after the moratorium was found to take place in areas where there is a limited presence of Indonesian fishing vessels and patrol vessels in those regions.	Global Fishing Watch, 2019, Foreign Vessels Analysis in Indonesian Water Up To 2014 And After 2014.
Workforce Characteristics	The proportion of fishers that are migrant workers Indonesian fishing vessels operating in Indonesian waters are prohibited from hiring foreign workers. Recent research suggests that foreign migrant workers are not present in the Indonesian fishing industry producing for export although internal migration is common. Workers from Central Java comprise a significant portion of the Indonesian fisheries workforce. Jones et al., 2019	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social

Indicator	Description	Sources
		Relations, Coventry University.
	A high proportion of fishers from ethnic minority and other marginalized groups The presence of minority and marginalized groups in Indonesian tuna fishing is unknown. Fishers from the ethnic group, known as the Bajau people, are common around Bitung in North Sulawesi. Jones et al., 2019	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
Recruitment and Contracts	Use of recruitment agents Qualitative research conducted between March 2017 and December 2019 through interviews and focus groups with fishing and canning factory workers primarily engaged in tuna production, and other seafood stakeholders, found that recruitment of fishing crew is largely informal. Crew are often hired through kinship networks or directly from around the port areas. When unable to hire sufficient crew members, captains and fishing companies use brokers, known in Indonesia as 'Calo'. These brokers sometimes charge a fee to the captain, company or the recruit and have been linked to extortion of workers, particularly those new to the industry. Problems with extortion are of significant concern around Benoa harbor, the main tuna landing port in Indonesia, where local gangsters known as 'preman' are involved in recruitment. Jones et al., 2019 , Seafood Trade Intelligence Portal, 2020	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. Seafood Trade Intelligence Portal, 2020, Indonesia tuna landing and trading
	Contract-and compensation- related regulations and practices Evidence suggests that few tuna fishers receive a written work agreement and contracts are usually verbal. When	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the

Indicator	Description	Sources
	fishers do have written agreements in place, the contracts are often retained by their employer - a practice reported to be common in Benoa harbor (the main tuna landing port in Indonesia). Jones et al., 2019 , Seafood Trade Intelligence Portal, 2020 Fishers typically receive payment in the form of a share of the sale of the catch and payments often lack transparency, with deductions frequently made. A fisherman association representative in Jakarta is quoted as saying "They are also paid below the minimum wage. Normally in Muara Baru [an important tuna landing port] they are paid 60 thousand IDR (USD$4) per day before deductions for food and ancillary items." Jones et al., 2019 Some fishers working on larger vessels receive a daily wage, but most still only receive payment as a share of the profits at the end of their trip. In interviews with some fishing companies, representatives said that fishers are paid a basic wage dependent on their skill level, plus a proportion of the catch sales. Jones et al., 2019 Fishers hired through brokers are sometimes paid a cash advance through informal credit systems to buy food and other supplies for their families before embarking on the vessel. This debt can lead to extortion and a cycle of debt. For some fishers, earnings are paid through the broker, increasing opportunities for them to be extorted. Problems with extortion are of significant concern around Benoa harbor, the main tuna landing port in Indonesia, where local gangsters known as 'preman' are involved in recruitment. Jones et al., 2019 , Seafood Trade Intelligence Portal, 2020	wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. Seafood Trade Intelligence Portal, 2020, Indonesia tuna landing and trading

Table 3: Indonesia - Fishing indicators

Indonesia: Processing indicators

Indicator	Description	Sources
Direct evidence of forced labor, human trafficking, and hazardous child labor	None found.	
ILO indicators of forced labor and ILO R190 definition of hazardous child labor	The use of deception regarding processing worker's contracts is indicative of forced labor. Research conducted through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that some tuna processing workers were falsely employed under the promise that they would be hired on permanent contracts after completing a fixed short-term contract but were then denied this shift to a more secure contract. The research also found evidence of long working hours for piece-rate laborers and denial of leave by some employers.	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
Processing Characteristics	Processing stage Both primary and secondary processing of tuna is undertaken. Some processing takes place on board fishing vessels or near the landing area. Processing on board large vessels includes steps taken prior to chilling or freezing such as gilled and/or gutted, gutted and/or head off and loining of tuna. On board smaller fishing vessels, tuna is usually chilled or frozen whole. Landed tuna may be sold to the fresh or frozen industries. Further processing on land includes the production of tuna loins, fillets, or steaks, freezing, and tuna canning.	Seafood Trade Intelligence Portal, 2020, Landing & trading Seafood Trade Intelligence Portal, 2020, Processing
	Consolidation and vertical integration Some tuna processing companies are vertically integrated and own fishing vessels, but typically still rely on purchasing additional raw materials from other	Seafood Trade Intelligence Portal, 2020, Landing & trading

	vessels. Industrial fishing vessels usually deliver their catch directly to nearby processing facilities. In some more remote regions with less infrastructure, processors rely on middlemen to collect the tuna from small vessels and arrange transport to the processing plants.	
	Domestic versus export Tuna is Indonesia's most valuable export and Indonesia is one of the world's top tuna exporters to international markets including the US and Europe. The proportion of tuna destined for export markets versus Indonesia's domestic market is not certain, but Indonesia has a large domestic market for fishery products. Media reporting indicates that only thirty percent of Indonesian tuna production is destined for export.	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. Indonesian Pole & Line and Handline Fisheries Association (AP2HI) Seafood Trade Intelligence Portal, 2020, Indonesia The Jakarta Post, 11 June 2019, 'Is Indonesia really top global tuna exporter?'
Workforce Characteristics	Skilled versus low-skilled Research conducted in Indonesia through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that processing workers comprise a mixture of low-	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia.

	skilled and skilled workers. Skilled workers are more likely to be employed on permanent contracts.	Centre for Trust, Peace and Social Relations, Coventry University.
	The proportion of women in the workforce Research conducted in Indonesia through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that processing workers are usually female.	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
	The proportion of migrant versus local workers Research conducted in Indonesia through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that processing workers are usually local workers or internal migrants. No information of foreign migrant workers is found in the Indonesia onshore processing industry. Evidence provided through personal communications with an expert peer reviewer suggests that this is because it is not economical to recruit foreign workers into processing jobs because of the high cost of immigration and work permits and the relative availability of low-skilled local workers. Expert peer reviewer, personal communication, 16 September 2020	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
	The proportion of minority or indigenous workers Unknown.	

	The proportion of temporary and contract versus permanent workers Evidence suggests that many tuna processing workers are employed on short-term or casual contracts rather than permanent contracts. Research conducted through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that processing workers are often employed for long periods on short fixed-term contracts, which are intended in law to only be used for temporary or seasonal work, or as day laborers. However, evidence provided through personal communications with an expert peer reviewer suggests that tuna processing workers sometimes prefer to be employed on short-term contracts as this allows them to change employer more easily in response to seasonal variation in supply of raw materials for processing. Expert peer reviewer, personal communication, 16 September 2020	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
	Workers' origins Mainly local Indonesian workers. Jones et al., 2019 The cost of immigration and work permits is purportedly too high for it to be economical for processing factories to hire low-skilled foreign workers. Expert peer reviewer, personal communication, 16 September 2020	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.
	Migrant worker language (vs. dominant language in the industry) Unknown. No evidence of foreign migrant workers in the sector.	

	GDP per capita of processing country and main worker source country Unknown. No evidence of foreign migrant workers in the sector.	
	Legal presence (regularity) of migrant workers Unknown. No information of foreign migrant workers is found in the Indonesia onshore processing industry.	
	The ability of migrant workers to change jobs No information of foreign migrant workers is found in the Indonesia onshore processing industry. Labor regulation prohibits employers from hiring foreign workers unless the necessary skills are not available in the domestic work force, hence foreign migrant workers are unlikely to be able to work in low skilled positions in seafood processing legally.	
Recruitment and Contracts	Use of contractors and recruitment agents Recruitment in the Indonesian tuna processing industry is largely informal, although recruitment agencies are occasionally used when there isn't a sufficient source of local labor or skilled workers are required. Sometimes, these agents act as the employers of the worker and in some cases, workforces for entire factories are outsourced. Jones et al., 2019 Research conducted through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that recruitment practices varied depending on whether workers were local or internal migrants. Jobs are often advertised directly outside the factory and workers are recruited through their relatives. In areas where large numbers of domestic workers migrate to in response to job opportunities in processing factories, for instance,	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University. Seafood Trade Intelligence Portal, 2020, Indonesia tuna landing and trading

	around Muara Baru port (an important tuna landing port), informal advertising of jobs is common in the surrounding neighborhoods where these internal migrants live. Jones et al., 2019 , Seafood Trade Intelligence Portal, 2020	
	Compensation method Research conducted through interviews with canning factory workers, primarily involved in processing tuna, as well as company representatives, union and NGO staff, and government officials, found that wages varied from 50,000 IDR (USD$3.50) per day to 100,000 IDR (USD$7) per day. Workers are paid a minimum wage or a piece-rate depending on the provincial laws and contract types. Day laborers are typically paid a piece-rate that is supposedly based on the regional minimum wage. Wages in processing factories varied by factory but are often below the legal minimum. Purportedly, in some cases the seasonal nature of raw material availability for processing and the ability of most processing workers to readily change employers means that canneries have to compete with other canning factories in the region to fill labor gaps and therefore wages are increasingly competitive. Expert peer reviewer, personal communication, 16 September 2020	Jones, K., Visser, D., Humolong Prasetya , J., & Nuriyati, D. (2019). Fish for Export: Working in the wild capture seafood industry in Indonesia. Centre for Trust, Peace and Social Relations, Coventry University.

Table 4: Indonesia - Processing indicators

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