

**YAYASAN PLAN
INTERNATIONAL
INDONESIA**

Affiliated with:



GUIDEBOOK

ORGANIZING VILLAGE-BASED PROTECTION FOR FISHING BOAT CREWS

The Safeguarding Against and Addressing Fishers' Exploitation at Sea Project (SAFE Seas Project) aims to secure the protection of fishery industry workers from labor exploitation and human trafficking in Indonesia and the Philippines. In Indonesia, the SAFE Seas Project is being implemented by the Plan International Indonesia Foundation (Plan Indonesia), with Destructive Fishing Watch (DFW) as the implementing partner.

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A. INTRODUCTION

Fishing is known as a particularly hazardous occupation in Indonesia due to the high risk of serious work injuries. But that is not the only danger. Fishing-boat crews are susceptible to labor exploitation and human trafficking because their work environment is relatively isolated — out on the high seas. Low wages and insufficient supervision add to the risk, making labor exploitation and human trafficking incessant practices in the industry. Worse still, unclear job information during the recruitment and placement process means that fishermen often have minimal knowledge about their rights.

Coastal areas are commonly inhabited by families who depend on ocean resources for their livelihoods. Fishing is one of the jobs selected by most families residing in these areas, both domestic and migrant sail.

These families are not without legal protections, however. Villages used to be subordinate to the local regency or municipal government, but since the enactment of Law No. 6 of 2014 on Villages, that is no longer the case. They are now free to govern themselves, to take care of their own administration, development and community empowerment. Most villagers in coastal areas who rely on sea-based livelihoods need to be supported, organized and protected to ensure their well-being. Law 6/2014 has given village governments the ability to do just that. The rights of village governments are also strongly supported by Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers. According to Article 42 of this law, village governments have the authority to disseminate information, verify data and monitor the departure and arrival of their local people who are migrant workers, including the members of fishing boat crews. The village governments are also responsible for completing administrative requirements, empowering locals who work as fishermen, and protecting the fishermen's families.

Referring to Articles 15-19 of the Regulation of the Minister of Marine Affairs and Fisheries No. 42 of 2016 on Sea Work Agreements, it stipulates that everyone working as part of a fishing boat crew should meet certain requirements, such as being at least 18 years of age and in good health, so they can go to sea without putting their health or safety at risk. Article 21 also elaborates on the rights of fishing boat crews to have protection benefits, workers' facilities, competence-based remuneration and legal guarantees. A crew's risks at work typically include work accidents, labor rights violations, unpaid remuneration or failure to engage in agreed-upon profit sharing.

To protect crew members from those risks, there should be early preventative actions by the crew members, their families and/or the surrounding community — before the crew even boards the boat. Efforts should be made to promote public knowledge and awareness at the village level of fishermen's safety, from the time they board their boats until they return to their families.

The village authorities now have the ability to protect the local residents who earn their living from sea, ensuring that they can work safely. The authorities can play an active role in protecting these villagers before, during and after their workdays. And they can serve as problem solvers for villagers who are enduring hard times or rights violations on the job. In fact, the village authorities can go beyond helping individual fishermen and their families: They

can come up with initiatives to develop new economic resources that will improve the welfare of the locals. These initiatives should include a mechanism that the village authorities and the community could use to protect the local residents and the resources owned by the village. The authorities should implement their initiatives through organized formal activities or informal activities conducted by village volunteers or protection cadres (specially selected and trained volunteers who help protect fishing boat crews). The initiatives, meant to serve the interests of the villagers, would be supported by the village's public budget.

1. Concept of Community-Based Early Detection Mechanism

The Community-Based Early Detection Mechanism is defined as an activity engaged in by the community to prevent, detect or respond to any instance of labor exploitation of fishing boat crews. There are three key concepts implied by this term: (a) a mechanism, (b) village community empowerment and (c) prevention or response.

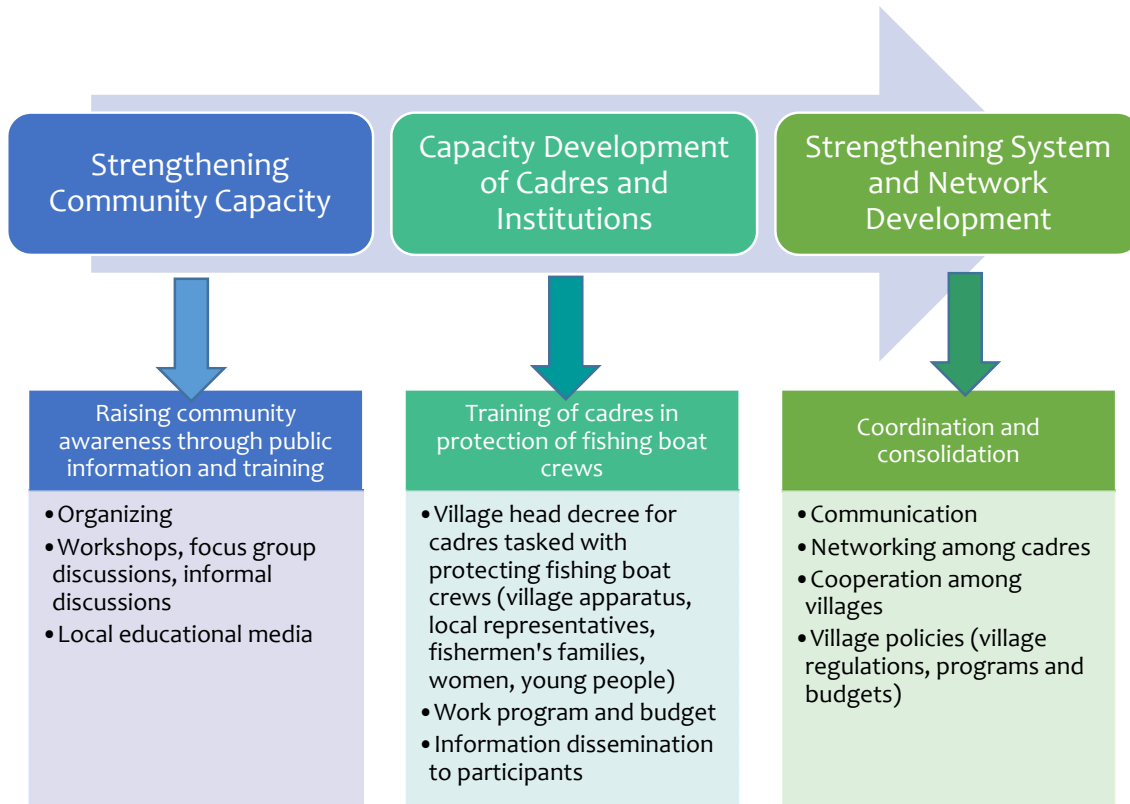
Those three concepts are considered to be the early steps of a coordinated policy by village authorities and the community for confronting violations of the basic rights of fishing boat crews working on domestic vessels or on foreign vessels overseas. The meaning of the three concepts are:

- a. **Mechanism** — a channel for communication and action, including the assignment of roles and responsibilities to community members engaged in protecting fishing-boat crew members from acts of exploitation or violations of rights, or in preventing such acts in the first place;
- b. **Village community empowerment** — an attempt to build the capacity of the villagers, including their knowledge and skills, so they are able to actively participate in the improvement of their own welfare; and
- c. **Prevention or response** — efforts to prevent or detect and stop instances of forced labor and human trafficking.

2. Stages of Village and Community Organization

This instruction manual targets village governments and communities, so they can learn to protect local members of fishing boat crews by means of early detection of labor rights violations. For this reason, community organization is deemed to be the core of any early detection effort. The following diagram shows the stages of community organization.

STAGES OF COMMUNITY ORGANIZATION



B. EARLY DETECTION MECHANISM AT THE VILLAGE LEVEL

1. Why Early Detection

The high number of rights violation cases involving fishing boat crews while working on board has motivated many people to combat such violations. Many cases of rights violations occur while the fishermen are at sea, and every so often they lead to criminal acts, specifically, exploitation, forced labor, and human trafficking. Despite the fact that most cases involve fishermen working on boats overseas, there are also cases involving crews working on boats in Indonesia.

Village authorities can take some preventive measures before the fishermen even board their boats. They should start by identifying some early warning signs of possible labor exploitation. This is referred to as “early detection.” It is considered an initial step toward preventing rights violations. To perform early detection requires certain methods and techniques that enable one to observe signs of substandard working conditions or poor treatment of crew members, with a view to preventing worker’s rights violations and resolving any potential issues involving maltreatment.

Based on the indicators developed by the International Labor Organization (ILO), there are some practices that can result in forced labor and human trafficking. Some of them are listed just below:

- a. remuneration that is not paid as agreed;
- b. physical or sexual violence, including beatings, persecution, sexual abuse/rape, intimidation or oppression;
- c. restriction of physical freedom, including the isolation of crew members and prohibitions against leaving the boat;
- d. the forcing of fishermen to work excessively or under duress, or to engage in illegal activities, by means of intimidation, debt or other forms of bondage; and
- e. the detaining of crew members' identity papers by businesspeople or supervisors.

2. Role of the Village Authorities

As the level of government closest to the community, the village government plays a very strategic role in protecting the welfare of the villagers. Based on Law 6/2014 and Law 18/2017, village governments have a lot of authority when it comes to providing information and education, and supporting and managing local institutions with the existing resources.

The following are the stages of early detection that can be carried out at the village level to prevent or respond to violations of the rights of fishing boat crews:

- a. **Organizing villagers to protect local fishing boat crews.** Information on the protection of fishing boat crews, the challenges involved and the ways in which to participate is delivered to the village community.
- b. **Selection of cadres for fishing-boat crew protection.** Cadres serve as community representatives; in that capacity, they actively promote the protection of fishing boat crews.
- c. **Organized training.** Training in fishing-boat crew protection is provided to community volunteers and cadres. A brief version of the training could also be delivered directly to fishing boat crews. A cadre would be assigned to conduct the training.
- d. **Educating the community by disseminating information.** This is done via posters, banners, flyers or participation in WhatsApp groups. These are ways to inform and educate the community on such themes as safe working procedures, the rights of fishing boat crews and potential rights violations that may qualify as forced labor practices. The information must be delivered in a brief and clear format, and include details on the services available and where community members can lodge their complaints. Sheets with basic, practical information and cards with pointers on early detection could be utilized as presentation materials.

3. Developing a Detection Mechanism at the Village Level

The goal is to develop and institutionalize early detection mechanisms in villages, but this will require taking the existing village organization and structure of authority into account. Based on Law 6/2014, the configuration of village government is shown in the following figure.

ORGANIZATIONAL STRUCTURE OF A VILLAGE

Minister of Home Affairs Regulation No. 84 of 2015

Village Head

Village Secretariat

- Head of General Administration Affairs
- Head of Finance
- Head of Planning

Section-Head of Government

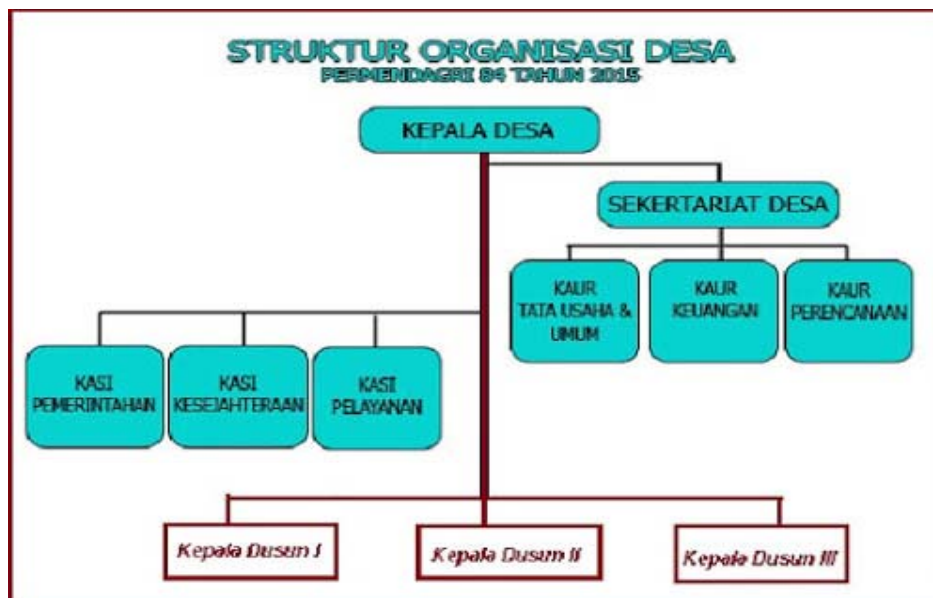
Section-Head of Welfare

Section-Head of Services

Hamlet Head 1

Hamlet Head 2

Hamlet Head 3



The organs of a village government all have their specific roles and functions, which are specified in the Minister of Home Affairs Regulation No. 84 of 2015 on the Organization and Administration of Village Government, Articles 6–10.

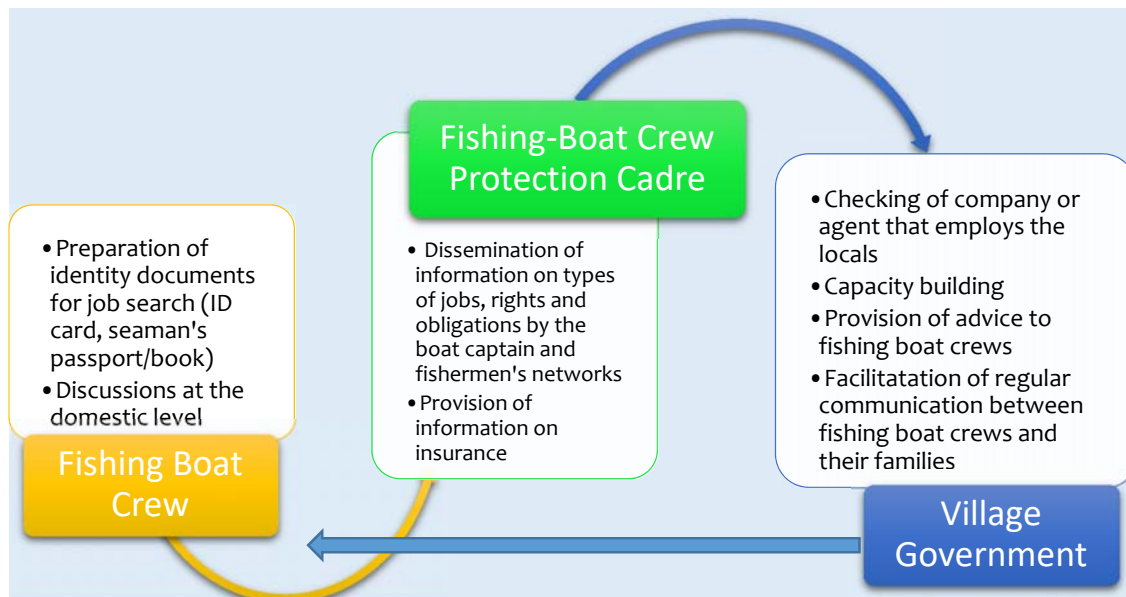
The creation of an early detection mechanism in a village should start with strategic discussions that would include the members of the village government — for instance, the village head and the heads of the welfare and service sections. In this way, mechanisms for the protection of local fishermen could be established at the village level or even on a smaller scale, in neighborhood or community units.

This effort could be realized by means of village policies emerging from meetings of the village assembly, which could also make decisions on village regulations and fund allocations, and even promote the participation of the locals and existing social organizations in the effort to protect fishing boat crews.

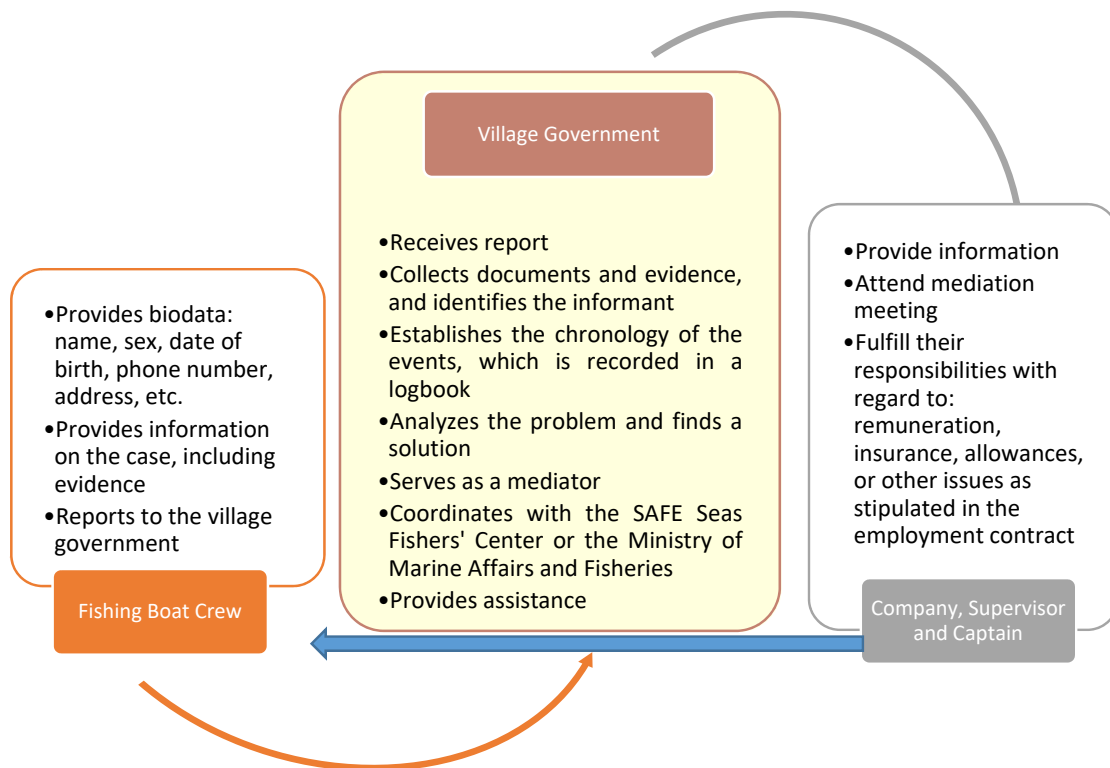
In addition, each village has social organizations that could play active roles. Examples of such organizations include Karang Taruna (Local Youth Organization), Fisher Group, Taklim Council, Empowerment Family Welfare and various youth groups. However, these organizations have not yet come up with their own plans or programs for empowering fishing-boat crew members and their families.

The mechanism at the village level can exist in two forms: a mechanism for providing information and education and a mechanism for reporting and handling cases of mistreatment. Just below are diagrams demonstrating how these mechanisms work:

INFORMATION AND EDUCATION PROVISION MECHANISM (PRE-RECRUITMENT)



REPORTING AND CASE-HANDLING MECHANISM



The reporting and case-handling mechanism at the village level is considered the best way to receive and document complaints lodged by villagers or by members of fishing boat crews.

The village government documents all the details concerning the conditions of a fishing boat crew that may indicate mistreatment, as perceived by villagers, protection cadres (who may be crew members) and fishermen's families. The violations are recorded in a logbook (see Annex 1), which the village government will review before coming to a decision.

4. Village Resources for an Early Detection Mechanism

To run an early detection mechanism at the village level, a lot of resources will be necessary, both material (financing, tools and infrastructure) and nonmaterial (information, knowledge, policies or support from the village government).

The resources are attained from various sources, such as:

- donations, grants and contributions from the local community,
- non-binding donations or grants from third-party,
- funding raised from the villagers, and
- cooperation with other institutions.

Village funding can be used in several ways, which are described here:

- a. Protecting fishing boat crews is the responsibility of the village government, an aspect of public service provision and welfare improvement for the local residents. This particular responsibility could be categorized as community empowerment or education.
- b. During the annual meeting of the village assembly, an activity proposal for the development of an early detection mechanism should be discussed.
- c. The activity proposal should be considered alongside the medium-term village development plan, village government work plan and the village budget.
- d. The village's financial-management and spending policies are determined by the village head, as the authorized party in charge of village finances.

C. CADRES PROTECTING FISHING BOAT CREWS

1. Selection Criteria and Roles for Cadres Who Protect Fishing Boat Crews

“Village cadres” are defined as educated and trained volunteers from the community who conduct humanitarian missions. They are agents of change because they will set a new standard when it comes to promoting the welfare of villagers. They are often community representatives who support the rights of local residents, provide them with information, and even work to prevent violations of the rights of fishing boat crews. They also assist with the complaint and referral process when a villager has observed a problem on the job. And they coordinate their work with the village government. Annex 3 of this instruction manual lists organizations, institutions and government agencies that can also help with complaints regarding the mistreatment of fishing boat crews.

Cadres focusing on the protection of fishing boat crews generally do well if the village government provides them with support and official recognition (through a village government decree) and if they are appreciated by the local villagers.

The selection criteria for cadres who will be protecting fishing boat crews are as follows. They must:

- a. be local residents (male and female, maximum 60 years of age),
- b. have an interest in social activities or be active in community affairs,
- c. have good communication skills, and
- d. be literate.

The groups of cadres assigned to protect fishing boat crews at the village level should have:

- a. a minimum of 10 members in each village;
- b. young people as members, both male and female;
- c. members coming from various backgrounds, for instance, from fishermen's families, women's groups, local youth groups or representatives of local authorities (i.e., neighborhood unit, community unit, office of the head of area/village affairs or the village government).

2. Preparation Stages for Cadres Protecting Fishing Boat Crews

- a. **Recruitment of the cadre candidates.** This could be done through community recommendations that address the agreed-upon criteria. As mentioned above, the candidates should be young, and there should be both men and women. In addition, consideration should be given to candidates from the families of fishermen, to give the fishing boat crews representation, but also to candidates from families of captains and ship owners. And the candidates should come from as many areas of the village as possible.
- b. **Assembly to evaluate the cadre candidates.** The assembly should ideally include village representatives, particularly those with some connection to ocean-related activities (i.e., captains, boat owners, fishermen and members of fishing boat crews).
- c. **Selection of the cadres.** This step should be based on the decisions of the assembly.
- d. **Support or validation by the village head.** This would be done through a decree issued by the village head.
- e. **Induction and training of the cadres.** This would include an orientation session, as well as practical training.
- f. **Revision of the work plan.** Village policies regarding the protection of fishing boat crews should be incorporated into the work plan.
- g. **Exploration of resources.** This would include financial resources, training materials, equipment, etc.
- h. **Dissemination of information.** Activities related to the public information should be done both on land and on the fishing boats.

3. Capacity Building for Cadres Protecting Fishing Boat Crews

Capacity building is required so that the cadres can more effectively promote the protection of fishing boat crews, engage in protective measures and help solve problems affecting the crews. What follows here is a description of three methods of capacity building.

- a. **Training.** The training course could be designed by an experienced cadre or by the village government. The training materials should deal with at least two issues:
 - i. **Communication with the community:** The cadre-training materials should start with the methods of communications, so that the cadres can learn how to spread information on the importance of protecting fishing boat crews, and how to use communication tools such as social media.
 - ii. **Monitoring of the fishing boat crews:** This would start with a review of the contract signed by the members of each crew. Next, it would involve observations of each crew's work procedures, with a view to identifying any violations of the fishing boat crews' rights.
- b. **Provision of assistance or coaching.** The method involves building capacity through guidance, discussions and feedback to the cadres. The quantity and type of training materials provided would be determined by the needs of each cadre or village.

- c. **Cooperation and networking among cadres.** This method seeks to build capacity by having the cadres share their experiences with each other. Cooperation and networking could occur by means of routine meetings or forums, as well as individual communications among cadres.

4. **Work Plans and Activities for Cadres Protecting Fishing Boat Crews**

A cadre can engage in various activities, such as:

- a. **Sharing information with the villagers.** *This would involve providing information to fishing boat crew members and their families, community groups (in an informal manner) and forums.* A number of media outlets could be utilized to publish or broadcast information about the importance of protecting fishing boat crew members. And easily readable and comprehensible articles or other reading matter could be displayed for the benefit of the local villagers.
- b. **Regular discussions among the cadres.** This could be done informally, or by organizing a forum on the cadre's role in protecting fishing crews.
- c. **Assistance to the villagers.** Cadres can help local villagers lodge complaints with the proper authorities about violations of fishermen's rights, and they can help with problem solving.
- d. **Assistance to the village governments.** Cadres can be tasked with documenting cases of rights violations in the logbook for each village.

D. **INFORMATION FOR THE COMMUNITY**

1. **Types of Information**

Cadres will conduct to disseminate information on how to work safely as a part of a fishing boat crew, and how to recognize signs of labor rights violations on fishing boat. The following is a list of the types of information that could be provided:

- a. terms and procedures for working on a fishing boat crew;
- b. procedures for the recruitment and placement of fishing boat crew members;
- c. sea work agreements;
- d. rights and obligations of fishing boat crews;
- e. accessible contact people such as: village government officials, protection cadres, boat captain, boat owner or supervisor; and
- f. categories of rights violations.

2. **Information Media**

- a. flyers,
- b. posters,
- c. banners,

- d. social media,
- e. instant messaging apps such as WhatsApp, and
- f. radio broadcasts.

ANNEXES

Annex 1. The Logbook

**CASE RECORD BOOK
(LOGBOOK)
FISHING BOAT CREW**

Village
District
Regency

Year

INTRODUCTION

The case record book (logbook) contains a list of cases involving fishing boat crews, including the follow-ups and resolutions of those cases. The logbook is the official record at the village level, maintained by the village government in cooperation with the fishing-boat-crew protection cadres.

OBJECTIVE

The logbook is a monitoring tool for the village government in its efforts to protect the local residents who work on fishing boats. The record of cases it contains serves as documentation for use in policy making concerning the protection of local fishermen.

Logbooks can be in the form of a book or a computer file. The logbook is regularly reviewed and analyzed in local government reports on protection.

USERS

The logbook can be used by the village government and by the fishing-boat-crew protection cadres.

FILLING-IN INSTRUCTIONS

The types of information that must be entered into the logbook are as follows:

- a. serial numbers of cases: 1, 2, 3, and so on;
- b. the informant's identity: name, address, ID card;
- c. relation of the informant to victim: for instance, family members, workers on the same fishing boat crew, political representative and constituent and so on;
- d. date of the case: when the incident was reported;
- e. name of the fishing boat crew member who is the victim of mistreatment;
- f. complete address of the victim, including the neighborhood unit, community unit, village, area and subdistrict;
- g. full description of the case, including the chronology and details, the causal factors, scene of the incident and so on;
- h. follow-up activities required to resolve the problem; and
- i. the final resolution of the case, with the results for all the parties.

Annex 2. Research and Investigation

Four Steps to Learning about a Fishing Boat Crew

1. Search for as much information as possible on the individual or company that owns the boat, and on the captain and crew members. This will include gathering as much information as you can from other cadres and from the village government.
2. Get information on the type of job held by the fisherman who experienced mistreatment, the remuneration or profit-sharing system, wage payment method and on the written sea work agreement or informal deal through which the fisherman was hired.
3. Check out the boat's condition and sailing destination. This information may be acquired from experienced crew members, the boat captain and/or the owner.
4. Find out whether the mistreated crew member was working under duress because he was in debt or had received a payment prior to employment. This situation would bind the fisherman to the company, leaving him in a vulnerable position.

Three Steps for a Cadre to Take When on the Ship

1. Know who the guilty party might be on board.

The point is to learn about any figure who could potentially initiate violence on board.

The way to recognize such a figure is to do the following:

- a. Find out if any newly arrived crew member on board speaks of excessive ambitions.
- b. Try to spot any person with power and/or an intimidating personality, and who dominates the crew members. Stay alert to anyone on board who has bad manners and a hostile attitude, and who displays uncontrollable behavior.
- c. Try to interact with such individuals. If that proves impossible, do not get confrontational. Also, avoid persons who often display too much anger.
- d. Find one or more crew members who are willing to cooperate with you.

2. Recognize the practices that are characteristic of working rights violations.

These practices could include the following:

- a. Wages are not paid as previously agreed or promised, and/or there were illegal pay cuts.
- b. The deception usually begins with false promises of extra money or a comfortable work environment in certain places other than the fishing boat. This may happen due to the absence of an employment contract for the fishing boat crew.
- c. If some crew members are in debt or have some other bond, or if crew members are paid before they have begun to work, they will have little bargaining power, and thus no other choice but to remain on board.
- d. Intimidation can exist in the form of excessive work, illegal work status for the crew members, or extortion.
- e. Restricted freedom is another form of abuse, when crew members are prohibited from leaving the boat, are locked in their work areas or when they are isolated.
- f. If the boat captain or other supervisor holds onto the crew members' identity documents, that is also a restriction on freedom.
- g. Physical and sexual violence can take the form of harassment, beatings, persecution and rape.

3. Know where to seek information and help.

a. At the village level: turn to the village government, other fishing-boat-crew protection cadres, and the following agencies:

- SAFE Seas Fishers' Center in Central Java: Jalan Residence Raya, Tegal Residence B 4 No. 3, Debong Kulon Kecamatan, Tegal Selatan, Kota Tegal, Jawa Tengah. Phone: 08119214141.
- SAFE Seas Fishers' Center in North Sulawesi: Jalan Belakang Hasikin, Kel. Madidir Weru, Kecamatan Madidir, Kota Bitung. Phone: 08111437575.

b. At the regency level: look for the local office of the Ministry of Marine Affairs and Fisheries.

Annex 3. Lists of Information and Protection Services

1. Central Services

Central Services, by Category

Legal		Social Integration		Social Rehabilitation	
Name of Institution	Contact Information	Name of Institution	Contact Information	Name of Institution	Contact Information
Police call center (Pusat panggilan polisi)	110	Coordinating Ministry for Maritime Affairs and Investment (Kementerian Koordinator Bidang Kemaritiman dan Investasi)	Tel: 87722637223	Ministry of Social Affairs (Kementerian Sosial)	Jalan (Jl.) Salemba Raya No. 28, Jakarta Pusat Tel. (021) 3100470 Fax: (021) 3100470 Email: info@kemsos.go.id
Witness and Victim Protection Agency (Lembaga Perlindungan Saksi dan Korban)	148	Ministry of Marine Affairs and Fisheries (Kementerian Kelautan dan Perikanan)	Gedung Mina Bahari I Lt. 5 Jl. Medan Merdeka Timur No. 16, Jakarta Pusat Tel: (021) 3519070, ext. 7433 Fax: (021) 3864293 Email: humas@kkp.go.id		
Tegal Police Precinct (regency), Criminal Investigation Unit (Polres Tegal [kabupaten], Satuan Reserse Kriminal)	Tel: (0283) 492003	Ministry of Home Affairs (Kementerian Dalam Negeri)	Jl. Medan Merdeka Utara No. 7, Jakarta		

Indonesia Legal Aid Foundation (Yayasan Bantuan Hukum Indonesia)	Jl. Diponegoro No. 74, Menteng, Jakarta Pusat 10320 Tel: (021) 39298 40 Fax: (021) 31930140 info@ylbhi.or.id	Indonesian Migrant Workers Protection Agency (BP2MI) (Badan Pelindungan Pekerja Migran Indonesia, [BP2MI])	Jl. Mt Haryono Kav 52, Pancoran, Jakarta Selatan Tel (domestic call) = 0 800 1000 Tel (overseas) = (+62) 2129244800 Facebook = fb.com/bp2mi.ri Twitter = @bp2mi_ri Instagram = @bp2mi_ri Email: humas@bp2mi.go.id		
		Ministry of Labor (Kementerian Ketenagakerjaan)	Jl. Jendral Gatot Subroto Kav. 51, Daerah Khusus Ibukota Jakarta Tel: (021) 5255733		

Jl. = Jalan (Street).

2. Services in Central Java

Services in Central Java, by Category

Legal		Social Integration		Social Rehabilitation	
Name of Institution	Contact Information	Name of Institution	Contact Information	Name of Institution	Contact Information
Central Java Regional Police, Special Crime Directorate (Kepolisian Daerah Jawa Tengah,		Central Java Provincial Social Affairs Service, Social Rehabilitation Department	Jalan (Jl.) Pahlawan No. 12 Semarang Tel: (024) 8311729 dinsos@jatengprov.go.id	Central Java Provincial Social Affairs Service, Social Rehabilitation Department	Jl. Pahlawan No. 12 Semarang Tel: (024) 8311729 dinsos@jatengprov.go.id

Direktorat Kriminal Khusus)		(Dinas Sosial Provinsi Jawa Tengah, Bidang Rehabilitasi Sosial)			
Tegal Police Station (city), Criminal Investigation Unit (Polres Tegal [kota], Satuan Reserse Kriminal)	2 Pemuda, Kota Tegal Tel: (0283) 356016, (0283) 356774	Indonesian Migrant Worker Placement and Protection Service Center (BP3TKI), Empowerment and Repatriation Department (Balai Pelayanan Penempatan dan Perlindungan Tenaga Kerja Indonesia [BP3TKI] Jawa Tengah, Bidang Pemberdayaan dan Pemulangan)	Jl. Kalipepe III/64 Pundak Payung, Semarang Tel: (024) 70799273 Fax. (024) 7477223	Tegal City Government, Kardinah Regional General Hospital (RSUD) (Pemerintah Kota Tegal, RSUD Kardinah)	Jl. AIP KS Tubun No. 2 Kota Tegal Tel: (0283) 350377 an (0283) 356-067
Tegal Police Precinct (regency), Criminal Investigation Unit (Polres Tegal [kabupaten], Satuan Reserse Kriminal)	Jl. Aip Ks Tubun, Slawi, Kabupaten Tegal Tel: (0283) 492003, (0283) 491110 polrestegal.id@gmail.com	Pemalang Service Post for the Placement and Protection of Indonesian Migrant Workers (P4TKI), Crisis Center (Pos Pelayanan Penempatan Dan Perlindungan Tenaga Kerja Indonesia [P4TKI] Pemalang, Pusat Krisis)	Jl. Perintis Kemerdekaan No.71, RT.02/RW.08, Beji, Kecamatan (Kec.) Taman, Kabupaten Pemalang Tel: (0284) 323827 p4tkipemalang@yahoo.com	Dr. Soeselo Regional General Hospital (RSUD), Tegal Regency (RSUD Dr. Soeselo, Kabupaten Tegal)	Jl. Dr. Soetomo No. 63, Slawi, Kec. Slawi, Tegal Tel/Fax: (0283) 491016 kontak@rsudsoeselo.com
Brebes Police Precinct, Criminal Investigation Unit (Polres Brebes, Satuan Reserse Kriminal)	Tel: (0283) 671110	Pemalang Regency Manpower Office, Manpower Placement, Training and Transmigration Department	Jl. Gatot Subroto No. 35, Bojongsata, Kec. Pemalang, Kabupaten Pemalang Tel: (0284) 321060, (0284) 321278	Suradadi Regional General Hospital (RSUD), Tegal Regency (RSUD Suradadi, Kabupaten Tegal)	Jl Raya Tegal-Pemalang KM12 Suradadi, Kabupaten Tegal Tel: (0283) 4532151 rsudsuradadi_tegal@yahoo.co.id

		(Dinas Tenaga Kerja Kabupaten Pemalang, Bidang Penempatan Tenaga Kerja, Pelatihan dan Transmigrasi)			
Pemalang Police Precinct, Criminal Investigation Unit (Polres Pemalang, Satuan Reserse Kriminal)		Tegal Regency Department of Industry and Manpower; Training, Labor Placement and Transportation Department (Dinas Perindustrian dan Tenaga Kerja Kabupaten Tegal, Bidang Pelatihan dan Penempatan Tenaga Kerja dan Transportasi)	Jl. Dr. Soetomo, No. 12, Prenam, Dukuhwringin, Slawi, Tegal Tel: (0284) 321060, (0283) 491784	Brebes Regional General Hospital (RSUD), Brebes Regency (RSUD Brebes, Kabupaten Brebes)	Jl. Jenderal Sudirman No.181, Pangembon, Brebes, Kec. Brebes, Kabupaten Brebes Tel: (0283) 671431, (0283) 6172312 Fax: (0283) 671095 rsud.brebes@yahoo.co.id
Ministry of Law and Human Rights, Central Java Regional Office (Kemenkumham Kantor Wilayah Jawa Tengah)		Central Java Manpower and Transmigration Office (Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Tengah)	Jl. Pahlawan No. 16, Pleburan, Kec. Semarang. Tel: (024) 8811713, (024) 8311711 disnakertrans@jatengprov.go.id	Dr. M. Ashari Regional General Hospital (RSUD), Pemalang Regency (RSUD Dr. M. Ashari, Kabupaten Pemalang)	Jl. Gatot Subroto No. 41, Bojongbata, Kelurahan Bojongbata, Kec. Pemalang, Kabupaten Pemalang Tel: (0284) 321614 rsupemalang@yahoo.co.id
Indonesian Advocates Association (PERADI), Tegal Branch (PDC) (Perhimpunan Advokat Indonesia [PERADI], Dewan	Jl. Ki Hajar Dewantoro No. 11, Doro Pekalongan Tel: (258) 7928198 Hp: (0816) 4242832, (0816) 4889565	Social Insurance Administration Organization (BPJS) for Employment, Tegal City Branch Office (Badan Penyelenggara Jaminan Sosial [BPJS])	Jl. Veteran No. 7, Kota Tegal Tel: (0283) 341545	Bitung City General Hospital (Rumah Sakit Umum Kota Bitung)	

Pimpinan Cabang [PDC] Tegal)		Ketenagakerjaan Cabang Kota Tegal)			
Semarang Legal Aid Institute (LBH) (Lembaga Bantuan Hukum [LBH] Semarang)	Jl. Jomblangsari 4 No. 17, Kelurahan Jomblang, Candisari, Semarang Tel: (024) 86453054 lbhsmg@gmail.com, office@lbhsemarang.id	Social Insurance Administration Organization (BPJS) for Employment, Brebes Regency Sub-Branch Office (BPJS Ketenagakerjaan Kantor Cabang Pembantu Kabupaten Brebes)	Tel: (0283) 4514755	Dr. Soeselo Slawi Regional General Hospital (RSUD), Trauma Center (RSUD Dr. Soeselo Slawi, Pusat Trauma)	Jl. Dr. Soetomo No.63, Kec. Slawi, Kabutapen Tegal Tel: (0283) 491991, 491016, 491761, 491430 Fax: (0283) 491016 rsudsoeselo@tegalkab.go.id , rsud.soeselo@yahoo.com
Semarang Indonesian Women's Association (APIK) LBH (Lembaga Bantuan Hukum Asosiasi Perempuan Indonesia [LBH APIK] Semarang)	Jl. Poncowolo Timur Raya No. 455, Semarang, Tel: (024)3510499, (0896) 68505994 (Mba Ayu/Direktur	Social Insurance Administration Organization (BPJS) for Employment, Pemalang Regency Sub-Branch Office (BPJS Ketenagakerjaan, Kantor Cabang Pembantu Kabupaten Pemalang)	Tel: (0284) 3290009	Bhakti Asih Hospital (RS), Trauma Center (Rumah Sakit [RS] Bhakti Asih, Pusat Trauma)	Jl. P. Diponegoro No. 125, Pesantunan, Brebes Tel: (0283) 673481 Fax: (0283) 671391 rsba_brebes@yahoo.co.id
		Social Insurance Administration Organization (BPJS) for Employment, Tegalsari, PPP Unit (BPJS Ketenagakerjaan Tegalsari, Satuan PPP)		Dedy Jaya Hospital (RS), Trauma Center (RS Dedy Jaya, Pusat Trauma)	Jl. Ahmad Yani No. 57 Pesangrahan, Kec. Brebes, Kabupaten Brebes Tel: (0283) 672145 Fax: (0283) 672525 Re_dedyjaya57@yahoo.co.id

		<p>Manpower and Transmigration Office of Central Java Province, Labor Dispute Settlement Service Center (BP3TK)</p> <p>(Dinas Tenaga Kerja dan Transmigrasi Provinsi Jawa Tengah, Balai Pelayanan Penyelesaian Perselisihan Tenaga Kerja [BP3TK])</p>	<p>Jl. Pahlawan No.16, Pleburan, Kec. Semarang Selatan, Kota Semarang</p> <p>Tel: (024) 8311713</p> <p>Fax: (024) 8311711</p>	<p>Mitra Keluarga Hospital (RS), Trauma Center</p> <p>(RS Mitra Keluarga, Pusat Trauma)</p>	<p>Jl. Sipelem No. 4, Kemandungan, Tegal Barat, Tegal</p> <p>Tel: (0283) 340399</p> <p>tegal@mitrakeluarga.com</p>
				<p>Mitra Siaga Hospital (RS)</p> <p>(RS Mitra Siaga)</p>	<p>Jl. Pala Raya No. 54, Tegal</p> <p>Tel: (0283) 322550</p> <p>admin@mitrasiaga.co.id</p>
				<p>Foster for the Welfare of the People (PKU) Muhammadiyah Islamic Hospital (RSI) Tegal Regency</p> <p>(Rumah Sakit Islam [RSI] Pembina Kesejahteraan Umat [PKU] Muhammadiyah Kabupaten Tegal)</p>	<p>Jl. Raya Singkil Km. 0.5 Kabupaten Baru, Adiwerna, Kec. Adiwerna, Tegal</p> <p>Tel: (0283) 3448131</p>
				<p>PKU Muhammadiyah RSI Tegal Regency, Trauma Center</p>	<p>Jl. Raya Singkil Km. 0.5 Kabupaten Baru, Adiwerna, Kec. Adiwerna, Tegal</p>

				(RSI PKU Muhammadiyah Kabupaten Tegal, Pusat Trauma)	Tel: (0283) 3448131
				Siti Asiyah General Hospital (RSU) Rumah Sakit Umum [RSU] Siti Asiyah)	Jl. Pasar Wage No.15, Kalierang Bumiayu, Brebes Tel: (0289) 432352 Fax: (0289) 430581 rs_asiyah@yahoo.com
				Harapan Anda Islamic General Hospital (RSUI), Trauma Center (Rumah Sakit Umum Islam [RSUI] Harapan Anda, Pusat Trauma)	Jl. Ababil No. 42, Randugunting, Kec. Tegal Selatan, Kota Tegal Tel: (0283) 358244 rsui@harapananda.com

Jl. = Jalan (Street), Kec. = Kecamatan (district).

3. Services in North Sulawesi

Services in North Sulawesi, by Category

Legal		Social Integration		Social Rehabilitation	
Name of Institution	Contact Information	Name of Institution	Contact Information	Name of Institution	Contact Information
North Sulawesi Justice Legal Aid Institute (LBH)	Jl. Diponegoro No. 95, Manado Tel: (0413) 853620, 82187279009	Indonesian Seafarers Movement (PPI), Bitung	Anwar Ketua Pergerakan Pelaut Indonesia (PPI), Bitung		

(Lembaga Bantuan Hukum [LBH] Keadilan Sulawesi Utara)		Pergerakan Pelaut Indonesia (PPI) Bitung			
Bitung Legal Aid Institute (LBH) (LBH Bitung)	Jl. Ir Sukarno, Kec. Maesa, Kota Bitung Tel: 85396670617	Social Insurance Administration Organization (BPJS) for Employment, Bitung City Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan Kota Bitung	Jl. Wolter Monginsidi, Madidir, Kota Bitung Tel: (0812) 43157755		
North Sulawesi Regional Police, Criminal Act of People-Trafficking (TPPO) Task Force, Woman and Children Services (PPA) Unit (Kepolisian Daerah Sulawesi Utara, Satgas Tindak Pidana Perdagangan Orang [TPPO], Satuan Pelayanan Perempuan dan Anak [PPA])	Kompol Elisabeth P. Geroda SH., Kanit PPA Direktorat Kriminal Umum Tel. (0431) 851233, 82293686353 itwasdasulut@yahoo.co.id	Department of Manpower and Transmigration, North Sulawesi Province Dinas Tenaga Kerja dan Trasmigrasi, Provinsi Sulawesi Utara	Jl. 17 Agustus, Manado, Teling Atas, Wanea, Kota Manado, Sulawesi Utara Tel: (0431) 852833, (0895) 05700327		
North Sulawesi Indonesian Migrant Worker Placement and Protection Service Center (BP3TKI),	Jl. Babe Palar No. 96, Manado Tel/Fax: (0431) 850696	Class II Immigration Checkpoint (TPI) of Bitung (Imigrasi Kelas II Tempat Pemeriksaan Imigrasi [TPI] Bitung)	Jl. Sam Ratulangi Kel. Bitung Barat II Kec. Maesa, Kota Bitung Tel: 08114322133		

(Balai Pelayanan Penempatan dan Perlindungan Tenaga Kerja Indonesia [BP3TKI] Sulawesi Utara)					
		Bitung City Social Services Office (Kantor Dinas Sosial Kota Bitung)	Jl. Wolter Monginsidi, Paceda Madidir, Kota Bitung		
		Bitung Marine and Fisheries Polytechnic (Politeknik Kelautan Perikanan Bitung)	Jl. Tandurusa, Wangurer Barat, Madidir, Kota Bitung, Tel: (0438) 21436		
		Bitung City Manpower Office (Dinas Tenaga Kerja Kota Bitung)	Jl. Stadion Dua Saudara, Manembo-Nembo Tel: 0852-9857-6925 (Mr. Berti)		

Jl. = Jalan (Street), Kec. = Kecamatan (district).

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SAFE Seas Project

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