



## Juridical Review Of Working Agreements On The Safety Of Ship Crew

Dilfa Nurfadila Lahibu<sup>1</sup>, Mutia Cherawaty Thalib<sup>2</sup>, Julius T. Mandjo,<sup>3</sup>

<sup>1</sup>Faculty Of Law, Universitas Negeri Gorontalo, Indonesia. E-mail : [dilfanurfadilal@gmail.com](mailto:dilfanurfadilal@gmail.com)

<sup>2</sup> Faculty Of Law, Universitas Negeri Gorontalo. E-mail: [mutia.thalib@ung.ac.id](mailto:mutia.thalib@ung.ac.id)

<sup>3</sup> Faculty Of Law, Universitas Negeri Gorontalo. E-mail: [manjoulis@gmail.com](mailto:manjoulis@gmail.com)

**Abstract:** The purpose of writing is to describe the legal relationship between sea work agreements and work agreements based on the Labor Law in Indonesia and to describe the effectiveness of the implementation of sea work agreements on the work safety of crew members. This type of research uses an approach focused on normative legal research with a legal concept related to analysis and construction carried out with specific methods. In general, in an agreement, there is an object where the parties agree to enter into law to carry out the work. For this reason, the rights and obligations of the crew in the PT AWB work agreement have been implemented. They are guided by statutory regulations, including employers' and workers' rights and obligations. Work at sea and a settlement if there is a dispute in work.

**Keywords:** Work Agreement; Work Safety; Ship's Crew.

©2022 Lahibu, D., Thalib, M., Mandjo, J.

Under the license CC BY-SA 4

### How to cite (Chicago Style):

Lahibu, D., Thalib, M., Mandjo, J. " Juridical Review Of Working Agreements On The Safety Of Ship Crew " *Estudiante Law Journal* 4, no. 2 (Oktober, 2022): 612-622. <https://doi.org/10.33756/eslaj.v%vi%i.19159>.

## 1. Introduction

Workplace agreements must be created or can reflect justice and also be feasible and advantageous between the two parties, namely employees and employers, because if the agreement has been legalized and it turns out that one of the two parties makes demands because they feel disadvantaged, then the demands are substantial. According to Article 138, paragraph (1) of the Civil Code, it is stated that an agreement made legally applies as a law for those involved in making it.

By concluding an employment agreement, a working relationship will be established between the two parties, namely the worker and the employer. With the acceptance of the work concerned, the provisions of labor law will be enforced, including regarding health, occupational safety, social security work conditions, and the termination of the working relationship.

Based on Law Number 13 of 2003 concerning Manpower, Article 1 states employment is everything related to labor before, during, and after the working period. Based on Article 1 number 2, the meaning of workforce is everyone who can or can do a job producing goods and services, either meeting their own needs or that of the community.<sup>1</sup>

Law is a rule in the form of sanctions and norms that apply and are made to regulate citizens' various rights and obligations to comply with them. Law enforcement can be started, among others, by paying attention to the role of law enforcers.<sup>2</sup> The formation of legal norms is a statutory regulation.<sup>3</sup> Legal protection for ship crew is the responsibility of the port state and the country where they work. The legal regulations governing the protection of ship crew in national legal regulations have been regulated in Law Number 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Overseas. It has also been mentioned in the preamble that Indonesian workers who work abroad often experience criminal offenses and are also objects of human trafficking.<sup>4</sup>

The work agreement in the Manpower Act, namely in Article 1 number 14, states that a work agreement is an agreement between a worker/laborer and the employer or entrepreneur which contains rights and obligations, as well as the terms of the parties. The existing human resources law is to control employers or employers so that workers do not only become means of production and are valued for their

---

<sup>1</sup> Soedarjadi, *Hukum Ketenagakerjaan di Indonesia* (Yogyakarta: Pusaka Yustisai, 2008).

<sup>2</sup> Fence M. Wantu, "Mewujudkan Kepastian Hukum, Keadilan dan Kemanfaatan dalam Putusan Hakim Di Peradilan Perdata," *Jurnal Dinamika Hukum* 12, no. 3 (2012).

<sup>3</sup> Dkk. Fence M. Wantu, "'Kedudukan Peraturan Dalam Sistem Pembentukan Peraturan Perundang-Undangan'.. Hlm 88," *Jurnal Ius Civile*. Volume 4, no. Nomor 2 (2021): 88.

<sup>4</sup> & Alimuddin H. Supardi, *Hukum Perjanjian di Indonesia* (Jakarta: Sinar Grafika, 2011).

achievements but also based on their relationship in the form of reciprocal relations also based on a human perspective.<sup>5</sup>

According to the provisions of the article above, legal protection for ship crew is the responsibility of the port state and the country where they work. The legal regulations governing the protection of ship crew in national legal regulations have been regulated in Law Number 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Overseas. It has also been mentioned in the preamble that Indonesian workers who work abroad often experience criminal offenses and are also objects of human trafficking.

In making agreements, it must be based on training, meaning that training is critical in improving workplace safety and preventing work accidents. Training is that part of education that concerns the learning process to acquire and improve skills outside the applicable education system in a relatively short time and with a method that prioritizes practice rather than theory.<sup>6</sup>

Furthermore, the safety management function can be carried out in 2 (two) ways, namely; Revealing the causes of accidents and Examining whether there is control or not. In the Law of the Republic of Indonesia number 17 of 2008 article 1 "General Provisions" point 32 concerning Shipping Safety and Security is; "A unified system consisting of transportation in waters, port, safety and security, as well as protection maritime environment", Meanwhile, according to Law Number 17 of 2008 at point 42 explains that: "Ship Safety is the state of the ship that meets the requirements of material, construction, building, machinery and electricity, stability, layout and equipment including auxiliary equipment and radio, ship electronics, as evidenced by a certificate after inspection and testing."<sup>7</sup>

Based on the above work agreement, of course, we also pay attention to accidents that will occur, sometimes the cause of accidents is caused by more than one cause. But accidents can also be prevented by eliminating the things that cause these accidents. There are two main causes of an accident. First, unsafe acts. Second, unsafe working conditions.<sup>8</sup> An occupational accident is defined as a condition of a relatively small risk of accident or damage or a condition with a risk below a certain level.<sup>9</sup> Work safety is the duty of all people who work. So that every worker is required to work safely

---

<sup>5</sup> dkk. Hardjoprajitno, Purbadi, *Hukum Ketenagakerjaan* (Jakarta: Universitas Terbuka, t.t.).

<sup>6</sup> Andi Hendrawan, "Program Kesehatan Dan Keselamatan Kerja Di Atas Kapal," *Jurnal Sains Teknologi Transportasi Maritim* 2, no. 1 (2020): 1-10, <https://doi.org/10.51578/j.sitektransmar.v2i1.12>.

<sup>7</sup> D. Lasse dan Fatimah Fatimah, "Pelatihan keselamatan bagi anak buah kapal," *Jurnal Manajemen Bisnis Transportasi Dan Logistik* 2, no. 2 (2016): 257-66.

<sup>8</sup> Yasin M. Syibli, Firdos Asjani, dan Algertis Devita, "Upaya Mencegah Kecelakaan Kerja Anak Buah Kapal Bagian Mesin DI MT. KLASOGUN," *Jurnal Sains Teknologi Transportasi Maritim* 1, no. 2 (2019): 20-24, <https://doi.org/10.51578/j.sitektransmar.v1i2.5>.

<sup>9</sup> Dea Dinamita, Idham Latif, dan Depi Yulyanti, "Analisis Hubungan Pengetahuan Dan Sikap Juragan Kapal Dengan Penyediaan Alat Pelindung Diri (Apd) Pada Anak Buah Kapal (Abk)," *Jurnal Kesehatan Indra Husada* 4, no. 2 (2017): 8-14.

and securely without causing accidents that will ultimately only harm themselves and others.<sup>10</sup>

In shipping, what is considered is not only accidents but there must also be a safety and health program for shipping workers, because this is also very urgent because the risk factor is so great, and competent experts are needed to implement the occupational safety and health (K3) program program. The K3 program in question is a toolbook meeting, safety talk, inspection supervision program and other programs that support occupational safety and health on board.<sup>11</sup> One of the efforts in reducing the risk of work accidents is the existence of ship employers facilitating work safety equipment such as helmets, gloves, buoys, etc. Also in improving welfare in the form of social security which is a form of improving the standard of living of the crew which is realized in the form of the Social Security Organizing Agency, with the aim of providing social security and protection for workers.<sup>12</sup>

According to the Minister of Manpower, Ida Fauziah, many crew members, especially those working in foreign countries, are trapped in slavery at sea. This problem is often experienced due to salary withholding, fraud, sexual and physical violence, and overwork. This happened because of the initial stages of placing and recruiting crew members in the country. Ida also admits that overcoming this problem is not an easy thing. In the case of slavery that befell ship crew members in foreign countries, Ida said there had to be improvements in the management and placement of crew members so that the problem could be resolved.<sup>13</sup> DFW (Destructive Fishery Watch) Indonesia reported many complaints received from those working on foreign fishing vessels by Indonesian crew members. In a submission by the national coordinator DFW Indonesia said that in the past two years, DFW Indonesia received 69 complaints from fishing crew members, Indonesian crew members reported 40.57% of complaints, and around 55.07% came from crew members working on foreign vessels.

Based on Article 18 paragraph (3) PP No. 7 of 2000 concerning Maritime Affairs, which regulates the rights and obligations of crew members, the Government of Indonesia has always shown its commitment to protecting the rights and welfare of Indonesian crew members. However, Indonesian crew members are still treated and paid below the standards set by the International Transport Workers Federation (ITF) when they work on international shipping ships. Even health, safety, and security guarantees

---

<sup>10</sup> Hari Sunanto dkk., "Upaya Meminimalisir Kecelakaan Kerja Terhadap Keselamatan Anak Buah Kapal (ABK) Di Dalam Ruangan Tertutup (Enclosed Space)," *Jurnal Marine Inside* 1, no. 1 (2019).

<sup>11</sup> Hendrawan, "Program Kesehatan Dan Keselamatan Kerja Di Atas Kapal."

<sup>12</sup> Gina Juwita dan Tetty Marlina Tarigan, "Perlindungan Keselamatan Kerja Anak Buah Kapal dalam Pelaksanaan Perjanjian Kerja Laut Perspektif Fatwa Majma' Al-Fikih Islamiyy Ad-Dauli," *AL-MANHAJ: Jurnal Hukum dan Pranata Sosial Islam* 5, no. 1 (2023): 49-60.

<sup>13</sup> CNN, "CNN Indonesia. (2021). Menaker Akui Ada Anak Buah Kapal RI Terjebak Perbudakan.," 2021, <https://www.cnnindonesia.com/ekonomi/20210414112915-92-629714/menaker-akui-ada-anak-buah-kapal-ri-terjebak-perbudakan>. Accessed On 24 March

sometimes need more attention. Some have also experienced acts of violence, fraud, brokering, extortion at sea, mafia smugglers, robbery, and hostage-taking.<sup>14</sup>

## 2. Research Method

This type of legal research uses an approach focused on normative legal research with a legal concept related to analytical techniques and can be stated legally in force.<sup>15</sup> Researchers use the descriptive research, which intends to describe the state of objects or events without any intention to draw general conclusions.<sup>16</sup> The description in question is to tell and describe the data obtained as it follows the problem under study. Premier Legal Materials, namely binding laws such as the Code, secondary legal materials, and materials that explain premier legal materials.<sup>17</sup>

Tertiary law, namely material that provides guidance and explanation of premier law material and secondary law in the form of legal dictionaries or encyclopedia dictionaries to explain intentions or terms that are difficult to internet. The data collection technique used in normative juridical research is through library research by collecting literature study data or visiting libraries and browsing through internet media to collect secondary data needed in research. Data analysis techniques are essential stages in research writing. The results of this study used descriptive analysis. The research collects data and records phenomena directly or indirectly related to the research focus.<sup>18</sup>

## 3. The legal relationship between sea work agreements and work agreements is based on the Labor Law in Indonesia

Legal protection for crew members in sea work agreements is also regulated in Article 1602 of the Civil Code, which states that crew members who experience illness due to accidents are entitled to submit;

1. Claim for compensation if the accident is caused by the negligence of the shipping company.
2. A claim for compensation is given to the heirs, if the accident results in the death of the crew member.
3. Reimbursement due to the accident plus the costs of treatment.

Government Regulation Number 7 of 2000 concerning Maritime Affairs Article 18 states that a seafarer has rights regulated in a contract or sea work agreement (PKL). In street vendors, at least, the rights to receive a salary, transportation,

---

<sup>14</sup> Fakhurrozi dan Ridwan, "Implementasi Undang-Undang Nomor 15 Tahun 2016 dalam Melindungi Hak-Hak Anak Buah Kapal di PT Samudera Indonesia," *Saintara : Jurnal Ilmiah Ilmu-Ilmu Maritim* 5, no. 2 (2021): 15–23, <https://doi.org/10.52488/saintara.v5i2.98>.

<sup>15</sup> Bambang Waluyo, *Pidana dan Pemidanaan* (Jakarta: Sinar Grafika, 2008).

<sup>16</sup> Zainudin Ali, *Metode Penelitian Hukum* (Jakarta: Sinar Grafika, 2017).

<sup>17</sup> Mukti Fajar, *Dualisme penulisan hukum normative dan empiris.*, *Pustaka Pelajar* . (Yogyakarta, 2017).

<sup>18</sup> Anwar Hidayat, *Penjelasan Analsis Data dan Rancangan Analisis Data*, 2012.

accommodation, winter equipment, maintenance costs, and other rights are regulated more precisely and technically than Law 17 of 2008. These rights are stated in the sea labor agreement. As long as there are no new provisions or revocation of this law, the marine crew's requirements, welfare, and rights must still be met and monitored.

Law Number 15 of 2016 concerning Ratification of the Maritime Labor Convention, 2006 (2006 Maritime Employment Convention) The Indonesian government ratified this to protect its seafarers, especially those who sail/work on ships shipping international waters. The definition of a work agreement is according to Article 1601 (a) of the Civil Code "A work agreement is an agreement that the first party, namely the worker, binds himself to surrender his power to another party, namely the employer, with wages for a certain time." Indonesian flag ships sailing internationally since 2018 have been established under the 2006 MLC rules aiming to create "compliance awareness" on an ongoing basis at every level, from the national system that protects to the international system.<sup>19</sup>

As with the explanation above, in the operation of the ship, it is found that there are many jobs, both light and heavy, which have a reasonably high risk of work accidents. In this study, the authors observe the frequent occurrence of work accidents for crew members by revealing the factors that cause accidents for crew members while working, the consequences arising from these accidents, as well as the efforts that must be made to reduce the risk of work accidents for crew members. In this regard, the ship's crew has a significant duty and responsibility in preventing accidents that can cause loss and suffering to all parties, starting from the crew themselves to the company level, namely through reasonable work safety efforts.<sup>20</sup>

#### **4. The Implementation Of PT AWB's Maritime Work Agreement On The Safety Of The Crew**

##### MARINE WORK AGREEMENT

##### APPENDIX 1

It is an integral part of this street vendor.

Name: YOSEP BATTANG

Seaman Code : 6201191032

Position ID :

Place/Date. Born :

Address: SIDOMUKTI VILLAGE, SALOADAK, MAMUJU

Position: OIL MANAGEMENT

Ship: TB. JOINT GRACE 219

---

<sup>19</sup> Ridwan Fakhurrozi, "Implementasi Undang-Undang Nomor 15 Tahun 2016 dalam Melindungi Hak-Hak Anak Buah Kapal di PT Samudera Indonesia," *Jurnal Sainlara* Vol 5, no. 2 (2021).

<sup>20</sup> M. Syibli, Asjani, dan Devita, "Upaya Mencegah Kecelakaan Kerja Anak Buah Kapal Bagian Mesin DI MT. KLASOGUN."

Cost Center :  
Indonesian flag  
Basic Salary: Fixed wages as the basis for calculating BPJS premiums  
Wages: R  
a) Fixed Wages: RP. 3,112,200  
b) Regional Allowance:  
Compensation :  
a) Vessel Allowance  
b) Leave Pay  
c) Fixed Overtime  
d) Fixed Rewards

BETWEEN THE SHIPPING COMPANY PT. PRIMA TRANS JAYA AND  
INDONESIAN CITIZEN SEAGERS

The Sea Work Agreement and its attachments (from now on referred to as PKL) are made by and between PT. AWB, whose address is at JL HASAN BASRI 5 NO.6 (in the future referred to as the COMPANY, in this case, represented by an Agent acting on behalf of the COMPANY by:

NAME: YOSEP BATTANG

SEASON CODE: 6201191032

PLACE/DATE OF BIRTH: TANA TORAJA, 16 SEPTEMBER 1982

ADDRESS: SIDOMUKTI VILLAGE, SALDADAK, MAMUJU

In general, the discussion regarding the implementation of sea work agreements by workers at AWB companies based on years of service, employment statistics, and fields of work as well as the meaning of the agreed work agreement by workers, can be explained in terms of the workers at PT AWB who were sampled in this study through interviews and interviews. Generally, workers at PT AWB have more than five years of work. This working period shows that most workers at PT AWB have high loyalty. This also shows that PT AWB prioritizes the welfare of its workforce so that it can last for quite a long time and has a lot of work experience at sea.

The field of work carried out by the workforce at PT AWB is classified into work fields whose nature is divided into permanent and continuous work, while others are not permanent or seasonal. So this is very beneficial for the company and the workforce because, they have many job opportunities so that work between workers and companies can continue to be well established.

## **5. Settlement of layoff disputes between PT AWB and Sea Workers**

Article 1 number (15) of Law No. 13 of 2003 concerning Manpower states that employment relations are relations between employers and workers/laborers based on work agreements, which have elements of work, wages, and orders. So, the work agreement is the basis for creating legal relations between workers and employers. The industrial relations dispute settlement process can be done through bipartite, mediation, conciliation, and arbitration. Furthermore, Article 8 of Law No. 2 of 2004 states that mediators carry out the settlement of disputes through mediation in each agency office responsible for district or city workforce affairs.

Meanwhile, related to the basis of the working relationship that is created between fishing companies and crews is the PKL (Sea Work Agreement) which is regulated in the KUHD (Book of Commercial Law). Article 395 of the Criminal Code states that a PKL (sea work agreement) is an agreement made between a shipping entrepreneur on the one hand and a worker on the other, whereby the last party agrees to act under the order of the entrepreneur to do for a fee, as captain or ship's crew, the International Maritime Organization (IMO) as a United Nations organization that oversees the maritime sector, has issued various rules and procedures that can be used as guidelines for sailors, shipping companies and institutions.<sup>21</sup>

Based on the description of the rules above, this is also related to the Work Safety Act No. 1 of 1970 article 2 concerning work safety which states that its scope includes all work environments, both on land, on the ground, on the surface of the water, in the water. Alternatively, in the air, which is within the jurisdiction of the Republic of Indonesia and. Article 9 requires administrators to guide workers, which includes organizing Occupational Safety and Health (K3) guidance, providing personal protective equipment, making efforts to prevent accidents and eradicating fires as well as improving K3 and providing First Aid in Accidents (P3K) for every worker who works in the company.<sup>22</sup>

## 6. Supreme Court Judgment on a Shipping Case

Decision number 268/Pid.Sus2015/PN.Tbk based on the indictment in this case, AR was brought forward as a defendant who was charged with committing the crime of "Shipping". That when the trial began the defendant confirmed his identity by the Panel of Judges and the defendant confirmed this identity. Based on the facts revealed during the trial from the testimony of witnesses, evidence presented, instructions and the confession of the defendant himself, it was indeed the defendant who committed the crime of "shipping" on Saturday 3 October 2015 committed by the defendant AR.

That during the trial process, the defendant is a legal subject who can and is able to take responsibility for the acts committed in accordance with the intent of the criminal law discipline contained in the doctrine of criminal responsibility (Teorekenings Vat baar heid). Furthermore, to determine whether the defendants can be disputed and sentenced for their actions, it is necessary to review their criminal responsibility, whether there are reasons that cause the defendants cannot be convicted. Throughout the examination of the defendant before this court, there are no justification, excuse or reason for the abolition of prosecution so that the actions of the defendant as charged to him can be accounted for and can be blamed.

---

<sup>21</sup> Andi S. Rambe, "Upaya Mencegah Kecelakaan Kerja Anak Buah Kapal Bagian Mesin DI MT. KLASOGUN," *Jurnal Marine Inside* Vol.1 No.1 (2019).

<sup>22</sup> Dinamita, Latif, dan Yulyanti, "Analisis Hubungan Pengetahuan Dan Sikap Juragan Kapal Dengan Penyediaan Alat Pelindung Diri (Apd) Pada Anak Buah Kapal (Abk)."



## **7. Relationship between Employment Agreement and Supreme Court Decision Cases**

According to the researcher's opinion, the relationship between the employment agreement sampled by the researcher, namely PT AWB with the Supreme Court decision case, is more on the laws and regulations governing in this case, namely regulations regarding shipping law, employment and head ofutan. As in the following description: Law No. 17 of 2008 concerning Shipping has regulated in detail the welfare of crew members. However, there are several factors that have not been addressed, such as how to enforce the fulfillment of the contents of the sea agreement that has been required as part of the eligibility requirements of the ship's rules. Regarding further implementation regulations, it has been explained in Government Regulation No. 7 of 2000 concerning Maritime Affairs and also Law No. 18 of 2008 concerning Shipping. This Government Regulation still refers to Law No. 21 as its legal basis or legal umbrella. In general, it has coordinated several rules regarding the welfare of crew members, and also has contents that are still relevant to the rights of crew members regulated in MCL 2016, but there are rules that are considered necessary to be adjusted.

In the ratification of the ILO Convention on Maritime Employment contained in Law Number 15 of 2016. This convention provides many arrangements for the protection of crew members who work at sea. In this case, there needs to be a commitment from the Indonesian government in adjusting this convention into national legislation.

## **8. Conclusion**

Based on the description above, the writer can conclude that, in general, in an agreement, there is an object (the parties agree) in entering into law to carry out the work. So, the agreement always involves third parties, more than one person with a particular position. Similarly, in a sea agreement, two parties have been determined to carry out a sea work agreement: the employer or entrepreneur as the employer on the one hand and the ship's crew and captain as laborers on the other. In addition, the provisions on the rights and obligations of the crew in the PT AWB work agreement have been implemented and are guided by laws and regulations which cover the rights and obligations of employers and workers at sea as well as settlement in the event of a dispute at work.

## **References**

### **Book's**

Anwar Hidayat. *Penjelasan Analisis Data dan Rancangan Analisis Data*, 2012.

Bambang Waluyo. *Pidana dan Pemidanaan*. Jakarta: Sinar Grafika, 2008.

H. Supardi, & Alimuddin. *Hukum Perjanjian di Indonesia*. Jakarta: Sinar Grafika, 2011.

Hardjoprajitno, Purbadi, dkk. *Hukum Ketenagakerjaan*. Jakarta: Universitas Terbuka, t.t.

Zainudin Ali. *Metode Penelitian Hukum*. Jakarta: Sinar Grafika, 2017.

Soedarjadi. *Hukum Ketenagakerjaan di Indonesia*. Yogyakarta: Pusaka Yustisai, 2008.

Mukti Fajar. *Dualisme penulisan hukum normative dan empiris*, Pustaka Pelajar Yogyakarta, 2017.

### Journal's

Andi S. Rambe. "Upaya Mencegah Kecelakaan Kerja Anak Buah Kapal Bagian Mesin DI MT. KLASOGUN." *Jurnal Marine Inside* Vol.1 No.1 (2019).

Dinamita, Dea, Idham Latif, dan Depi Yulyanti. "Analisis Hubungan Pengetahuan Dan Sikap Juragan Kapal Dengan Penyediaan Alat Pelindung Diri (Apd) Pada Anak Buah Kapal (Abk)." *Jurnal Kesehatan Indra Husada* 4, no. 2 (2017): 8-14.

Fakhrurrozi, dan Ridwan. "Implementasi Undang-Undang Nomor 15 Tahun 2016 dalam Melindungi Hak-Hak Anak Buah Kapal di PT Samudera Indonesia." *Saintara : Jurnal Ilmiah Ilmu-Ilmu Maritim* 5, no. 2 (2021): 15-23. <https://doi.org/10.52488/saintara.v5i2.98>.

Fakhrurrozi, Ridwan. "Implementasi Undang-Undang Nomor 15 Tahun 2016 dalam Melindungi Hak-Hak Anak Buah Kapal di PT Samudera Indonesia." *Jurnal Saintara* Vol 5, no. 2 (2021).

Fence M. Wantu. "Mewujudkan Kepastian Hukum, Keadilan dan Kemanfaatan dalam Putusan Hakim Di Peradilan Perdata." *Jurnal Dinamika Hukum* 12, no. 3 (2012).

Fence M. Wantu, Dkk. "Kedudukan Peraturan Dalam Sistem Pembentukan Peraturan Perundang-Undangan'.. Hlm 88." *Jurnal Ius Civile*. Volume 4, no. Nomor 2 (2021): 88.

Hendrawan, Andi. "Program Kesehatan Dan Keselamatan Kerja Di Atas Kapal." *Jurnal Sains Teknologi Transportasi Maritim* 2, no. 1 (2020): 1-10. <https://doi.org/10.51578/j.sitektransmar.v2i1.12>.

Juwita, Gina, dan Tetty Marlina Tarigan. "Perlindungan Keselamatan Kerja Anak Buah Kapal dalam Pelaksanaan Perjanjian Kerja Laut Perspektif Fatwa Majma' Al-Fikih Islamiyy Ad-Dauli." *AL-MANHAJ: Jurnal Hukum dan Pranata Sosial Islam* 5, no. 1 (2023): 49-60.

Lasse, D., dan Fatimah Fatimah. "Pelatihan keselamatan bagi anak buah kapal." *Jurnal Manajemen Bisnis Transportasi Dan Logistik* 2, no. 2 (2016): 257-66.

M. Syibli, Yasin, Firdos Asjani, dan Algertis Devita. "Upaya Mencegah Kecelakaan Kerja Anak Buah Kapal Bagian Mesin DI MT. KLASOGUN." *Jurnal Sains Teknologi Transportasi Maritim* 1, no. 2 (2019): 20-24. <https://doi.org/10.51578/j.sitektransmar.v1i2.5>.

Sunanto, Hari, CAPT NURSYAMSU, VIDIANA ANGGERANIKA, dan ANDI SYAHPUTRA RAMBE. "Upaya Meminimalisir Kecelakaan Kerja Terhadap Keselamatan Anak Buah Kapal (ABK) Di Dalam Ruangan Tertutup (Enclosed Space)." *Jurnal Marine Inside* 1, no. 1 (2019).

## **Internet**

CNN. "CNN Indonesia. (2021). Menaker Akui Ada Anak Buah Kapal RI Terjebak Perbudakan.," 2021. <https://www.cnnindonesia.com/ekonomi/20210414112915-92-629714/menaker-akui-ada-anak-buah-kapal-ri-terjebak-perbudakan>.