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## UNITY OF KNOWLEDGE: INTEGRATING PHILOSOPHY, LEGAL THEORY, AND LEGAL POLICY IN RECONSTRUCTING THE LEGAL PROTECTION FRAMEWORK FOR INDONESIAN SEAFARERS

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### Highlight

This study confirms that the development of height potential among Thai children is of great importance for physical health, immunity, and age-appropriate growth. Government policy demonstrated the strongest direct influence on family support, basic physical activities, long-term genetic enhancement, and height potential development.

### Abstract

The legal status of Indonesian seafarers has become a significant issue within the national regulatory framework, particularly following the enactment of Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, which categorizes seafarers as migrant workers. This classification raises serious normative concerns because it does not accurately reflect the unique characteristics of maritime employment and may contradict international legal standards governing seafarers. Under international law, seafarers are recognized as a distinct category of maritime workers regulated by specialized legal instruments, including the Maritime Labour Convention (MLC) 2006, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, and the United Nations Convention on the Law of the Sea (UNCLOS) 1982. Moreover, the ILO Migration for Employment Convention (C097) explicitly excludes seafarers from the definition of migrant workers. This research aims to analyze the normative inconsistency arising from the classification of seafarers as migrant workers within Indonesian law and to propose a reconstruction of the legal protection framework for Indonesian seafarers. The study employs a normative juridical research method supported by statutory, conceptual, comparative, and philosophical approaches. The analysis is conducted using the Unity of Knowledge framework, which integrates philosophy of science, legal philosophy, legal theory, and legal policy to examine the coherence of legal norms governing maritime labour. The findings reveal that the inclusion of seafarers within the migrant worker regime creates legal ambiguity and regulatory overlap within Indonesia's maritime governance system. Therefore, this study proposes a reconstruction of Indonesia's legal protection policy by recognizing seafarers as maritime workers governed under a specialized maritime labour regime aligned with international maritime law.

### Keywords

Seafarers' Legal Protection; Unity of Knowledge; Maritime Labour Law.

### Introduction

Indonesia, as the world's largest archipelagic state, occupies a strategic position within the global maritime system. The country's geographical configuration—comprising more than 17,000 islands and intersecting major international sea lanes—places maritime transportation and shipping activities at the center of national economic development and international trade connectivity. Within this global maritime network, Indonesian seafarers constitute a significant portion of the international maritime labour force and play an essential role in sustaining global shipping operations. Despite their strategic contribution to the maritime sector, the legal protection framework governing Indonesian seafarers remains fragmented and conceptually inconsistent within the national legal system [1]. One of the most fundamental legal problems concerns the classification of Indonesian seafarers under Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, particularly Article 4, which categorizes seafarers as migrant workers. This legal classification has generated significant controversy among

maritime scholars and practitioners because it does not accurately reflect the distinctive nature of maritime employment. Unlike migrant workers who relocate and work within the jurisdiction of a foreign state, seafarers perform their duties aboard vessels that operate under the jurisdiction of a flag State and are governed by international maritime law regimes rather than the domestic labour laws of port states [2].

From an international law perspective, seafarers have long been recognized as a distinct category of maritime workers, regulated by a specialized legal regime. Several international conventions administered by the International Maritime Organization (IMO) and the International Labour Organization (ILO) establish comprehensive legal frameworks governing seafarers' qualifications, welfare, and working conditions. These include the Maritime Labour Convention (MLC) 2006, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, and the International Convention for the Safety of Life at Sea (SOLAS). Collectively, these instruments form an integrated maritime labour governance system specifically designed for seafarers, separate from the legal framework governing international labour migration [3].

The separation between seafarers and migrant workers is also reflected in international labour law instruments concerning labour migration. The ILO Migration for Employment Convention (C097) defines migrant workers as individuals who move to another country for employment [4]. Importantly, Article 11(c) of the Convention explicitly excludes seafarers from the definition of migrant workers, recognizing the unique legal and operational characteristics of maritime employment. This exclusion demonstrates that the international legal regime governing seafarers is structurally distinct from that regulating migrant labour mobility [5].

In addition, the United Nations Convention on the Law of the Sea (UNCLOS) 1982 establishes the principle of flag State jurisdiction, whereby vessels on the high seas fall under the exclusive jurisdiction of the state whose flag they fly. This principle extends to the regulation of the ship's crew, including employment relations, labour standards, and welfare conditions. As a result, seafarers are legally considered to operate within the jurisdiction of the flag State rather than within the territory of foreign states where ships may temporarily dock. Consequently, seafarers cannot be equated with migrant workers who perform labour activities within the jurisdiction of another sovereign state [6].

International maritime jurisprudence further reinforces this legal distinction. Decisions of the International Tribunal for the Law of the Sea (ITLOS)—such as the *M/V Saiga* (No. 2) case—have consistently emphasized that ships and their crews fall under the exclusive jurisdiction of the flag State. These judicial interpretations confirm that seafarers working on board vessels are not considered workers operating within foreign national labour markets, but rather members of a transnational maritime workforce governed by international maritime law [7]. The inclusion of seafarers within the migrant worker framework under Indonesian national law, therefore, creates a normative contradiction between domestic legislation and international maritime law [8]. This misclassification creates regulatory overlap and institutional ambiguity across areas such as recruitment systems, employment contracts, dispute-resolution mechanisms, and state responsibility for labour protection. More importantly, it undermines the effectiveness of legal protection mechanisms intended to safeguard the rights and welfare of Indonesian seafarers in the global maritime labour market [9].

From a jurisprudential perspective, this regulatory inconsistency reflects a deeper philosophical problem within legal policy formulation. Law is not merely a collection of formal rules but also a normative system that must accurately conceptualize the social realities it seeks to regulate. When legal norms fail to recognize the ontological characteristics of a specific subject—such as the transnational and non-territorial nature of seafaring employment—the legal system risks producing normative distortions that weaken legal certainty and justice. This situation illustrates the classical tension between *das sein* (empirical legal reality) and *das sollen* (normative legal ideals) in contemporary legal systems [8].

Addressing this issue requires a more comprehensive analytical framework that goes beyond traditional doctrinal legal analysis. The concept of Unity of Knowledge offers an interdisciplinary approach that integrates philosophy of science, legal philosophy, legal theory, and legal policy to reconstruct legal norms coherently and systematically. Through this integrative framework, legal analysis can move beyond purely positivist interpretations to examine the epistemological, theoretical, and policy foundations underlying the formation of legal norms governing seafarers [10]. This article, therefore, aims to analyze the philosophical, theoretical, and legal policy dimensions of the misclassification of Indonesian seafarers as migrant workers and to propose a reconstruction of the national legal protection framework through a Unity of Knowledge approach. By integrating insights from maritime law,

labour law, and legal philosophy, this study seeks to contribute to the development of a more coherent legal paradigm that aligns Indonesia's domestic legal system with international maritime law while strengthening the protection of Indonesian seafarers within the global maritime labour regime [11].

## METHODOLOGY

### Research Design

This study employs a normative juridical research design combined with an interdisciplinary analytical approach grounded in the concept of Unity of Knowledge. Normative legal research examines legal principles, statutory regulations, international conventions, and jurisprudence relevant to the legal status and protection of Indonesian seafarers. This approach focuses on analysing legal norms (law in books) to identify inconsistencies and normative conflicts within the regulatory framework governing maritime labour protection. The research is particularly directed at analyzing the legal classification of Indonesian seafarers under Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, which categorizes seafarers as migrant workers. This classification is examined in comparison with international legal instruments governing maritime labour, including the ILO Migration for Employment Convention (C097), the Maritime Labour Convention (MLC) 2006, and the United Nations Convention on the Law of the Sea (UNCLOS) 1982. Through this comparative normative analysis, the study evaluates whether the inclusion of seafarers within the migrant worker regime is consistent with international maritime labour standards.

In addition to doctrinal legal analysis, this research integrates philosophical and theoretical perspectives through the Unity of Knowledge framework, which synthesizes elements of philosophy of science, legal philosophy, legal theory, and legal policy. This framework allows the research to move beyond purely positivistic legal interpretation by examining the epistemological foundations and conceptual coherence of legal norms regulating maritime labour. By doing so, the study aims to bridge the gap between *das sein* (empirical legal realities) and *das sollen* (normative legal ideals) in the protection of Indonesian seafarers. The research design, therefore, combines three analytical dimensions. First, a normative legal analysis is conducted to examine statutory provisions, international conventions, and judicial interpretations regarding seafarers' legal status. Second, a conceptual and theoretical analysis is applied to evaluate the philosophical foundations underlying the classification of seafarers within national labour policy. Third, a legal policy analysis is undertaken to propose a reconstruction of Indonesia's legal framework governing seafarers' protection, ensuring coherence with international maritime law and labour standards.

Through this integrated methodological framework, the study seeks to develop a comprehensive legal reconstruction that strengthens the protection of Indonesian seafarers while ensuring harmonization between national legislation and international maritime law regimes. This study employs a normative juridical research design combined with an interdisciplinary analytical approach grounded in the concept of Unity of Knowledge. Normative legal research examines legal principles, statutory regulations, international conventions, and jurisprudence relevant to the legal status and protection of Indonesian seafarers. This approach focuses on analysing legal norms (law in books) to identify inconsistencies and normative conflicts within the regulatory framework governing maritime labour protection.

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international conventions, and judicial interpretations regarding seafarers' legal status. Second, a conceptual and theoretical analysis is applied to evaluate the philosophical foundations underlying the classification of seafarers within national labour policy. Third, a legal policy analysis is undertaken to propose a reconstruction of Indonesia's legal framework governing seafarers' protection, ensuring coherence with international maritime law and labour standards. Through this integrated methodological framework, the study seeks to develop a comprehensive legal reconstruction that strengthens the protection of Indonesian seafarers while ensuring harmonization between national legislation and international maritime law regimes.

### Sources of Legal Materials

This research relies on three categories of legal materials: primary, secondary, and tertiary. The classification of these legal materials follows the standard methodology commonly used in normative legal research. Primary legal materials consist of binding legal instruments that directly regulate maritime labour and the legal status of seafarers. These include national legislation and international conventions relevant to the protection of seafarers. The primary sources examined in this study include Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, which classifies seafarers as migrant workers, and Law No. 17 of 2008 on Shipping, which regulates seafarers as maritime labour within the national maritime governance framework. In addition, several international legal instruments are analyzed, including the ILO Migration for Employment Convention (C097), the Maritime Labour Convention (MLC) 2006, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, and the United Nations Convention on the Law of the Sea (UNCLOS) 1982. These international instruments provide the normative foundation for the global legal regime governing seafarers.

Secondary legal materials comprise academic publications that analyse maritime labour law, international labour migration, and the protection of seafarers within international maritime governance. These sources include peer-reviewed journal articles, academic books, and scholarly commentaries that address legal theory, maritime law, labour protection frameworks, and the implementation of international conventions on seafarers' welfare and working conditions. Secondary materials are used to support doctrinal interpretation and to identify theoretical perspectives relevant to the concept of Unity of Knowledge in legal analysis. Tertiary legal materials are also used to assist the interpretation of legal concepts and terminology related to maritime law and labour migration. These materials include legal dictionaries, encyclopedias of international law, and official explanatory documents issued by international organizations such as the International Labour Organization (ILO) and the International Maritime Organization (IMO). By combining these three categories of legal materials, this study can conduct a comprehensive examination of the regulatory framework governing seafarers and identify normative inconsistencies between national legislation and international maritime labour standards.

### Methods of Legal Analysis

The legal materials collected in this study are analyzed using several analytical approaches commonly employed in normative legal research. These approaches include the statutory, conceptual, comparative, and philosophical approaches. First, the statutory approach is used to examine the hierarchy, structure, and substance of legal norms governing the protection of Indonesian seafarers. This analysis focuses particularly on the provisions of Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers, which categorizes seafarers as migrant workers. The statutory approach is also applied to analyze relevant national legislation such as Law No. 17 of 2008 on Shipping, as well as international legal instruments including the Maritime Labour Convention (MLC) 2006, the ILO Migration for Employment Convention (C097), the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, and the United Nations Convention on the Law of the Sea (UNCLOS) 1982. Through this approach, the study identifies normative inconsistencies between national legislation and international maritime legal standards.

Second, a conceptual approach is employed to examine key legal concepts in maritime labour, particularly the distinction between seafarers and migrant workers. This approach allows the research to analyze how these concepts are defined and applied within international legal instruments and national legislation. The conceptual analysis helps clarify whether the classification of seafarers as migrant workers under Indonesian law is consistent with the theoretical foundations of maritime labour regulation. Third, a comparative approach is used to compare Indonesia's regulatory framework with international maritime labour standards and legal principles recognized in global maritime governance. By comparing Indonesian legislation with international conventions such as the MLC 2006 and ILO Convention No. 97, the research assesses the level of harmonization between domestic legal norms and international maritime labour law.

Finally, the study applies a philosophical approach grounded in the concept of the Unity of Knowledge, integrating perspectives from the philosophy of science, legal philosophy, legal theory, and legal policy. This approach enables a deeper examination of the epistemological foundations and normative coherence of legal regulations governing seafarers. Through this integrative framework, the study seeks to bridge the gap between *das sein* (empirical legal realities) and *das sollen* (normative legal ideals) in the protection of Indonesian seafarers. The combination of these analytical approaches enables the research to provide a comprehensive evaluation of the legal framework governing seafarers and to formulate recommendations for reconstructing Indonesia's legal protection policies in accordance with international maritime law and principles of justice.

### Analytical Framework

This study adopts the Unity of Knowledge framework as the primary analytical model for examining and reconstructing the legal protection policy for Indonesian seafarers. The Unity of Knowledge approach emphasizes integrating various branches of knowledge to produce a comprehensive understanding of complex legal problems. In this research, the framework integrates perspectives from the philosophy of science, legal philosophy, legal theory, and legal policy to analyze the normative inconsistency in Indonesian legislation regarding the classification of seafarers as migrant workers.

From the perspective of philosophy of science, the research examines the epistemological foundations of legal knowledge, particularly how legal norms are constructed and justified within the regulatory system. This perspective helps identify the conceptual gaps between empirical legal realities and normative legal structures governing maritime labour. From a legal-philosophical perspective, the study analyzes the fundamental values underlying legal protection for seafarers, including justice, legal certainty, and legal utility. Legal philosophy provides the normative basis for evaluating whether the existing regulatory framework adequately reflects the distinctive nature of maritime employment and the rights of seafarers within the global maritime labour system. The legal theory perspective is used to analyze the coherence of legal norms and their interaction within the broader legal system. In particular, the study examines the relationship between national legislation and international legal instruments governing maritime labour, such as the Maritime Labour Convention (MLC) 2006 and the ILO Migration for Employment Convention (C097). This theoretical analysis helps assess the extent to which Indonesia's legal framework aligns with international maritime labour standards.

Finally, the legal policy perspective focuses on the formulation and reconstruction of legal norms governing the protection of Indonesian seafarers. Legal policy analysis is used to evaluate the direction and objectives of legislative policies on maritime labour and to propose reforms to harmonize national regulations with international maritime law principles. By integrating these four analytical dimensions, the Unity of Knowledge framework enables a multidimensional analysis of the legal issues surrounding seafarers' classification. It provides a conceptual foundation for reconstructing Indonesia's legal protection system for seafarers in a manner that is coherent, just, and consistent with international maritime law.

## RESULTS AND DISCUSSION

### Philosophical Foundations of Seafarers' Legal Protection

This study adopts the Unity of Knowledge framework as the primary analytical model for examining and reconstructing the legal protection policy for Indonesian seafarers. The Unity of Knowledge approach emphasizes integrating various branches of knowledge to produce a comprehensive understanding of complex legal problems. In this research, the framework integrates perspectives from the philosophy of science, legal philosophy, legal theory, and legal policy to analyze the normative inconsistency in Indonesian legislation regarding the classification of seafarers as migrant workers.

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### Normative Conflict between Indonesian Law and International Conventions

The analysis of legal materials reveals a significant normative conflict between Indonesia's national legislation and international legal instruments governing maritime labour [14]. The primary source of this conflict lies in the classification of seafarers as migrant workers under Law No. 18 of 2017, which differs from the international legal framework governing maritime employment.

International labour and maritime conventions recognize seafarers as a distinct category of workers governed by specialized legal regimes [15]. The Maritime Labour Convention (MLC) 2006 establishes comprehensive standards for seafarers' rights, including working conditions, welfare, health protection, and social security. Similarly, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978 regulates professional qualifications and competency standards for maritime personnel. Furthermore, the ILO Migration for Employment Convention (C097) explicitly excludes seafarers from the definition of migrant workers. Article 11(c) of the Convention clarifies that the term migrant worker does not include seafarers, recognizing the distinctive legal status of maritime labour. This exclusion reflects the recognition in international labour law that maritime employment operates under a different regulatory regime than conventional labour migration.

Another important legal principle reinforcing this distinction is the concept of flag State jurisdiction established under the United Nations Convention on the Law of the Sea (UNCLOS) 1982. According to this principle, ships operating on the high seas fall under the exclusive jurisdiction of the state whose flag they fly. This jurisdiction extends to matters concerning the ship's crew, including employment relations and labour protection. Consequently, seafarers cannot be considered workers operating within the labour jurisdiction of foreign states. The inconsistency between national legislation and international conventions creates legal ambiguity in the protection of Indonesian seafarers. Regulatory overlap between maritime authorities and institutions responsible for migrant worker protection may lead to institutional fragmentation and weaken the effectiveness of legal protection mechanisms.

### Misclassification of Seafarers as Migrant Workers

The classification of seafarers as migrant workers represents a fundamental legal misinterpretation of the nature of maritime employment. The term migrant worker traditionally refers to individuals who relocate to another country for employment and become subject to that country's labour laws and jurisdiction. In contrast, seafarers work aboard vessels that operate in international waters and are governed by maritime law rather than the domestic labour regulations of port states.

Several legal characteristics differentiate seafarers from migrant workers. First, seafarers do not work within the territory of a foreign state but aboard ships that are legally considered extensions of the flag State's jurisdiction. Second, the employment relationship of seafarers is governed by maritime contracts, commonly known as Seafarer Employment Agreements (SEA), which are regulated by international maritime conventions. Third, seafarers typically do not establish residency in foreign countries but remain on board vessels throughout the duration of their employment contracts.

The misclassification of seafarers as migrant workers, therefore, leads to regulatory inconsistencies across recruitment systems, employment contracts, dispute-resolution mechanisms, and institutional supervision. Instead of strengthening legal protections, applying migrant labour regulations to seafarers may create procedural obstacles and administrative complications within the maritime labour system.

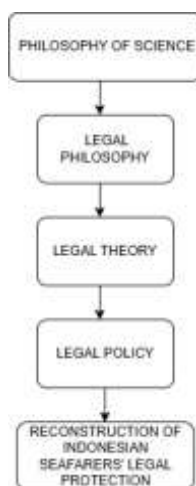
**Table 1. Differences Between Seafarers and Migrant Workers in International Legal Regimes**

| Aspect                      | Migrant Workers                                                                      | Seafarers                                               |
|-----------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------|
| Workplace                   | Work in the territory of another country                                             | Work onboard ships operating internationally            |
| Legal Jurisdiction          | Subject to labour laws of the host country                                           | Subject to the jurisdiction of the flag State           |
| Governing Legal Instruments | ILO Migration for Employment Convention (C097), UN Migrant Workers Convention (1990) | Maritime Labour Convention (MLC 2006), STCW 1978, SOLAS |
| Employment Contract         | Domestic employment contract                                                         | Seafarer Employment Agreement (SEA)                     |
| Residency                   | Reside in host country                                                               | Temporarily stay onboard ships                          |
| Supervisory Authority       | Labour ministries / migrant worker agencies                                          | Flag State maritime administration                      |
| Legal Classification        | Migrant worker                                                                       | Maritime worker (seafarer)                              |

### Reconstruction of Legal Protection Policy through the Unity of Knowledge Approach

To address the normative inconsistencies identified in the previous sections, this study proposes a reconstruction of Indonesia's legal protection framework for seafarers using the Unity of Knowledge approach. This approach integrates philosophical, theoretical, and policy-oriented perspectives to develop a more coherent legal framework. From the perspective of the philosophy of science, legal knowledge must be grounded in an accurate understanding of the social realities it regulates. The unique characteristics of maritime labour require a regulatory framework that recognizes the transnational nature of seafaring employment [16].

From the perspective of legal theory, the coherence of legal norms within the national legal system must be maintained. Harmonization between national legislation and international maritime conventions is therefore essential to ensure legal certainty and consistency. From a legal policy perspective, the reconstruction of legal protection for Indonesian seafarers should focus on establishing a regulatory framework aligned with international maritime labour standards. This may involve revising existing legislation to clarify seafarers' legal status as maritime workers rather than migrant workers. By integrating these perspectives, the Unity of Knowledge approach provides a multidimensional framework for reconstructing Indonesia's legal protection system for seafarers. Such reconstruction is expected to enhance legal certainty, strengthen institutional coordination, and ensure that Indonesian seafarers receive adequate legal protection within the global maritime labour system.



**Figure 1. Unity of Knowledge Framework for Legal Reconstruction**

### CONCLUSION

This study demonstrates that the classification of Indonesian seafarers as migrant workers under Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers creates a significant normative inconsistency

within Indonesia's legal system. The analysis shows that such classification does not accurately reflect the legal and operational characteristics of maritime employment. Unlike migrant workers who perform labour activities within the jurisdiction of a foreign state, seafarers work aboard vessels operating under the flag State's jurisdiction and are governed by international maritime law. From the perspective of international law, several legal instruments—including the Maritime Labour Convention (MLC) 2006, the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, and the United Nations Convention on the Law of the Sea (UNCLOS) 1982—recognize seafarers as a distinct category of maritime workers. Furthermore, the ILO Migration for Employment Convention (C097) explicitly excludes seafarers from the definition of migrant workers. These international legal standards establish a specialized regulatory framework governing seafarers' rights, welfare, and working conditions, which differs fundamentally from the legal regime regulating migrant labour. The findings of this research reveal that the inclusion of seafarers within the migrant worker framework under Indonesian national law has created legal ambiguity and institutional overlap in the governance of maritime labour. This misclassification may weaken legal protection mechanisms for Indonesian seafarers and create inconsistencies between national legislation and international maritime law. To address these challenges, this study proposes reconstructing Indonesia's legal protection framework for seafarers through a Unity of Knowledge approach. By integrating perspectives from philosophy of science, legal philosophy, legal theory, and legal policy, this approach enables a multidimensional analysis of legal norms. It provides a conceptual foundation for reforming the regulatory framework governing seafarers. The reconstruction of legal protection policies should therefore emphasize the recognition of seafarers as maritime workers within a specialized maritime labour regime, rather than as migrant workers. Such reform is necessary to ensure legal coherence between Indonesia's national legislation and international maritime law, while strengthening the protection of Indonesian seafarers within the global maritime labour system.

### Recommendations

Based on the findings of this study, several policy and regulatory recommendations can be proposed to strengthen the legal protection framework for Indonesian seafarers and to ensure coherence between national legislation and international maritime law. First, it is necessary to reconsider the legal classification of seafarers under Indonesian law, particularly the provisions of Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers. The categorization of seafarers as migrant workers should be reviewed and revised to reflect the distinctive nature of maritime employment. Indonesian seafarers should instead be recognized as maritime workers governed under a specialized maritime labour regime, consistent with international conventions such as the Maritime Labour Convention (MLC) 2006 and other maritime legal instruments. Second, the Indonesian government should undertake legal harmonization between national maritime legislation and international maritime labour standards. This harmonization process may involve revising or clarifying existing regulations to ensure consistency with international conventions administered by the International Labour Organization (ILO) and the International Maritime Organization (IMO). Aligning national regulations with international maritime law will improve legal certainty and strengthen Indonesia's position within the global maritime labour governance system.

Third, institutional coordination between government agencies responsible for maritime affairs and labour protection should be strengthened. Currently, the overlapping regulatory responsibilities between maritime authorities and institutions responsible for migrant worker protection may lead to administrative inefficiencies and regulatory fragmentation. Establishing a more integrated institutional framework specifically dedicated to the governance and protection of seafarers would contribute to more effective policy implementation. Fourth, the development of a comprehensive national policy framework for seafarers' protection is essential. Such a framework should address key aspects of maritime labour governance, including recruitment systems, employment contracts, dispute resolution mechanisms, welfare protection, and access to legal remedies. This policy framework should be designed in accordance with international maritime labour standards while also considering the specific needs and challenges faced by Indonesian seafarers. Finally, further academic research is recommended to explore broader issues related to maritime labour governance, including the role of flag State responsibility, the protection of seafarers' human rights, and the integration of international maritime law into national legal systems. Future research may also examine comparative legal frameworks adopted by other maritime nations in regulating seafarers' employment and welfare protection. By implementing these recommendations, Indonesia can develop a more coherent and effective legal protection system for its seafarers while ensuring that national policies remain aligned with international maritime legal standards.

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