

FOTO-FOTO SARANA DAN PRASARANA
DI PT. JASINDO DUTA SEGARA



Gedung Perusahaan



Crew mess room



Recruiting departement



Operational departement



Accounting Department



Education and training room 1



Education and training room 2



Computer crew



Deck rating education materials



Deck rating education materials



Medical education materials



Boiler education materials

No	Owner	Vessel	Gross Tonnage	Dead-weight	Horse Power	Vessel Type	Route	MASTER	C/O	Z/O	3/O	BSN	A/B	O/S	D/B	C/E	L/E	Z/E	3/E	ELECT	OLR. 1	OLR	FTR	WRR	CH/COOK	COOK	M/M	D/CDT	E/CDT	TOTAL			
7	STX MARINE SERVICE	46	MV SINCOR HONGKONG	13,196	17,468	13,580	C	ASIA																							11		
		47	MV ULTRA ALPHA	36,700	63,430	8,500	B	OCEAN GOING		1	1	1	1	3	1	1		1	1	1			1	3	1	1	1	1	1	1	18		
		48	MV JUPITER CHAMA	20,198	32,527	6,480	B	OCEAN GOING		1	1	1	1	3	1	1		1	1	1			1	3	1	1	1	1	1	1	20		
		49	MV JUPITER ACE	20,141	32,527	5,832	B	OCEAN GOING		1	1	1	1	3	1	1		1	1	1			1	3	1	1	1	1	1	1	17		
50	MV ULTRA OMEGA	36,700	63,430	8,500	B	OCEAN GOING		1	1	1	1	1	3	1	1		1	1	1			1	3	1	1	1	1	1	18				
		SUB TOTAL						0	4	4	4	5	15	5	0	0	4	4	3	1	0	5	15	0	5	4	0	5	1	84			
8	DINTIC	51	MV KMARIN BUSAN	36,518	63,151	8,500	B	OCEAN GOING																							1		
		52	MV PACIFIC BLISS	33,057	56,361	9,480	B	OCEAN GOING																								0	
		53	MV PACIFIC LEADER	33,057	56,453	9,480	B	OCEAN GOING					1															1			2		
		54	MV PACIFIC KOREA	33,057	56,452	9,480	B	OCEAN GOING								1																2	
		SUB TOTAL						0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	1	0	0	1	0	0	5			
9	POS SM	55	MV PAN MARGARET	95,047	180,713	18,660	B	OCEAN GOING		1	1	1	1	3	1	1	1	1	1	1	0	0	0	0	1	0	0	1	0	0	3		
		56	MV PAN GLOBAL	45,055	82,765	9,700	B	OCEAN GOING		1	1	1	1	3	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	1	20	
		57	MV PAN CLOVER	44,098	81,177	8,800	B	OCEAN GOING		1	1	1	1	3	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	1	17	
		58	MV PAN MUTARA	44,098	81,177	33,720	B	OCEAN GOING		1	1	1	1	3	1	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	19	
		59	MV PAN ENERGEN	44,098	81,170	33,720	B	OCEAN GOING		1	1	1	1	3	1	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	1	19
		60	MV PAN AMBER	24,504	38,220	7,560	B	OCEAN GOING		1	1	1	1	2	1	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	6	
		61	MV PAN IVY	20,867	32,593	6,480	B	OCEAN GOING		1	1	1	1	1	3	2	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	20	
62	MV PAN BOMITA	24,504	38,140	7,560	B	OCEAN GOING		1	1	1	1	1	3	1	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	20			
63	MV PAN DAISY	20,763	34,974	6,480	B	OCEAN GOING		1	1	1	1	1	3	2	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	20			
64	MV PAN KRISTINE	21,650	33,303	6,480	B	OCEAN GOING		1	1	1	1	1	3	2	1	1	1	1	1	1	0	0	0	1	1	1	1	1	1	20			
		SUB TOTAL						0	9	8	8	8	26	12	0	0	9	6	8	0	8	23	0	9	8	1	8	7	6	164			
10	EVERGREEN MARINE	65	MV CONCORD	12,405	17,445	11,550	C	ASIA		1	1	1	1	3																	9		
		66	MV UNI POPULAR	17,887	19,309	13,360	C	ASIA		1	1	1	1	1	1																	1	
		67	MV EVER APEX	14,807	15,606	14,940	C	ASIA		1	1	1	1	1	1																	1	
		SUB TOTAL						1	1	1	1	1	3																		11		
11	IMSCO	68	MT LUNIS	5,412	7,449	2,460	T	ASIA		0	2	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	5		
		69	MV K. PROMISE	75,254	150,877		B	OCEAN GOING		0	0	1	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
		70	MV K. FAITH	75,845	133,850		B	OCEAN GOING		0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
12	SK SHIPPING	71	MV K. YOUNGHUNG	79,340	151,335		B	OCEAN GOING		0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3		
		72	MV K. HOPE	133,647	258,042		B	OCEAN GOING		0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4		
		73	MV K. PHOENIX	75,264	148,682		B	OCEAN GOING		0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4		
		74	MV K. WESTERN DREAM	43,956	82,048		B	OCEAN GOING		0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
		SUB TOTAL						0	0	6	6	6	0	0	0	0	0	4	4	1	0	0	0	0	0	0	0	0	0	0	20		
		GRAND TOTAL						18	42	49	57	51	166	92	3	18	44	49	51	3	32	120	1	25	51	7	37	21	18	955			





REKAP NEW APPLICANT DAILY REPORT

DECK OFFICER

BULAN	TANGGAL	PELAUT PRIA	PELAUT WANITA	JUMLAH
J A N U A R I	01 Januari 2017			0
	02 Januari 2017			0
	03 Januari 2017	2		2
	04 Januari 2017	4		4
	05 Januari 2017	3	1	4
	06 Januari 2017	3		3
	07 Januari 2017			0
	08 Januari 2017			0
	09 Januari 2017	6		6
	10 Januari 2017	1		1
	11 Januari 2017	6		6
	12 Januari 2017	10		10
	13 Januari 2017	3		3
	14 Januari 2017	6		6
	15 Januari 2017			0
	16 Januari 2017			0
	17 Januari 2017	10		10
	18 Januari 2017	6	1	7
	19 Januari 2017	2		2
	20 Januari 2017		1	1
	21 Januari 2017			0
	22 Januari 2017			0
	23 Januari 2017	7		7
	24 Januari 2017	8	1	9
	25 Januari 2017	5		5
	26 Januari 2017	7		7
	27 Januari 2017	4		4
	28 Januari 2017			0
	29 Januari 2017			0
	30 Januari 2017	6		6
	31 Januari 2017	23		23
	TOTAL	122	4	126
F	01 Februari 2017	8	1	9
	02 Februari 2017	8		8
	03 Februari 2017	3	1	4
	04 Februari 2017	1		1
	05 Februari 2017	15		15
	06 Februari 2017	11		11
	07 Februari 2017	10	2	12
	08 Februari 2017	6	1	7
	09 Februari 2017	8		8

E	10 Februari 2017	1		1
B	11 Februari 2017			0
R	12 Februari 2017			0
U	13 Februari 2017	12	1	13
A	14 Februari 2017	8		8
R	15 Februari 2017			0
I	16 Februari 2017	8		8
	17 Februari 2017	2		2
2	18 Februari 2017			0
0	19 Februari 2017			0
1	20 Februari 2017	5		5
7	21 Februari 2017			0
	22 Februari 2017	8		8
	23 Februari 2017	6		6
	24 Februari 2017	4		4
	25 Februari 2017	3		3
	26 Februari 2017			0
	27 Februari 2017	7		7
	28 Februari 2017	6		6
	TOTAL	140	6	146
	01 Maret 2017	16		16
	02 Maret 2017	6		6
	03 Maret 2017	5		5
	04 Maret 2017			0
	05 Maret 2017			0
	06 Maret 2017	6		6
	07 Maret 2017	10		10
	08 Maret 2017	17		17
	09 Maret 2017	2		2
	10 Maret 2017		1	1
	11 Maret 2017			0
M	12 Maret 2017			0
A	13 Maret 2017	15		15
R	14 Maret 2017	7		7
E	15 Maret 2017	8		8
T	16 Maret 2017	10		10
	17 Maret 2017	4		4
2	18 Maret 2017			0
0	19 Maret 2017			0
1	20 Maret 2017	6		6
7	21 Maret 2017	9	1	10
	22 Maret 2017	7		7
	23 Maret 2017	5		5
	24 Maret 2017	8		8
	25 Maret 2017	1		1
	26 Maret 2017			0
	27 Maret 2017	5		5
	28 Maret 2017			0

29 Maret 2017	9		9
30 Maret 2017			0
31 Maret 2017	3		3
TOTAL	159	2	161





REKAP NEW APPLICANT DAILY REPORT

DECK RATING

BULAN	TANGGAL	PELAUT PRIA	PELAUT WANITA	JUMLAH
J A N U A R I	01 Januari 2017			0
	02 Januari 2017			0
	03 Januari 2017	13		13
	04 Januari 2017	4		4
	05 Januari 2017	3		3
	06 Januari 2017	4		4
	07 Januari 2017			0
	08 Januari 2017			0
	09 Januari 2017	14		14
	10 Januari 2017	7		7
	11 Januari 2017	16		16
	12 Januari 2017	15		15
	13 Januari 2017	9		9
	14 Januari 2017	3		3
	15 Januari 2017			0
	16 Januari 2017	16		16
	17 Januari 2017	18		18
	18 Januari 2017	15	1	16
	19 Januari 2017	8		8
	20 Januari 2017	3		3
	21 Januari 2017			0
	22 Januari 2017			0
	23 Januari 2017	17	1	18
	24 Januari 2017	11		11
	25 Januari 2017	23		23
	26 Januari 2017	5		5
	27 Januari 2017	8		8
	28 Januari 2017			0
	29 Januari 2017			0
	30 Januari 2017	24		24
	31 Januari 2017	18		18
	TOTAL	254	2	256
F	01 Februari 2017	12		12
	02 Februari 2017	10		10
	03 Februari 2017	6		6
	04 Februari 2017	3		3
	05 Februari 2017			0
	06 Februari 2017	13	1	14
	07 Februari 2017	9	1	10
	08 Februari 2017	10		10
	09 Februari 2017	12		12

E B R U A R I 2 0 1 7	10 Februari 2017	9		9	
	11 Februari 2017			0	
	12 Februari 2017			0	
	13 Februari 2017	16	2	18	
	14 Februari 2017	24		24	
	15 Februari 2017			0	
	16 Februari 2017	10		10	
	17 Februari 2017	3		3	
	18 Februari 2017			0	
	19 Februari 2017			0	
	20 Februari 2017	11		11	
	21 Februari 2017	5		5	
	22 Februari 2017	21		21	
	23 Februari 2017	11		11	
	24 Februari 2017	1		1	
	25 Februari 2017	1		1	
	26 Februari 2017			0	
	27 Februari 2017	39	1	40	
	28 Februari 2017	7	1	8	
	TOTAL	233	6	239	
	M A R E T 2 0 1 7	01 Maret 2017	14		14
		02 Maret 2017	11		11
		03 Maret 2017	6		6
		04 Maret 2017			0
		05 Maret 2017			0
		06 Maret 2017	19		19
		07 Maret 2017	22		22
		08 Maret 2017	15		15
09 Maret 2017		14		14	
10 Maret 2017		8		8	
11 Maret 2017		1		1	
12 Maret 2017				0	
13 Maret 2017		24	2	26	
14 Maret 2017		16		16	
15 Maret 2017		15		15	
16 Maret 2017		13		13	
17 Maret 2017		10		10	
18 Maret 2017		1		1	
19 Maret 2017				0	
20 Maret 2017		16		16	
21 Maret 2017		13		13	
22 Maret 2017		16		16	
23 Maret 2017		5		5	
24 Maret 2017		10		10	
25 Maret 2017		2		2	
26 Maret 2017				0	
27 Maret 2017		20		20	
28 Maret 2017				0	

29 Maret 2017	20		20
30 Maret 2017	14		14
31 Maret 2017	11		11
TOTAL	316	2	318





REKAP NEW APPLICANT DAILY REPORT

ENGINE OFFICER

BULAN	TANGGAL	PELAUT PRIA	PELAUT WANITA	JUMLAH
J A N U A R I 2 0 1 7	01 Januari 2017			0
	02 Januari 2017			0
	03 Januari 2017	2		2
	04 Januari 2017	4		4
	05 Januari 2017	2		2
	06 Januari 2017	1		1
	07 Januari 2017			0
	08 Januari 2017			0
	09 Januari 2017	2		2
	10 Januari 2017	1		1
	11 Januari 2017	3		3
	12 Januari 2017	5	1	6
	13 Januari 2017	2		2
	14 Januari 2017	3		3
	15 Januari 2017			0
	16 Januari 2017			0
	17 Januari 2017	3	1	4
	18 Januari 2017	6		6
	19 Januari 2017	3		3
	20 Januari 2017	3		3
	21 Januari 2017			0
	22 Januari 2017			0
	23 Januari 2017	9		9
	24 Januari 2017	2		2
	25 Januari 2017	11	1	12
	26 Januari 2017	6		6
	27 Januari 2017	2		2
	28 Januari 2017			0
	29 Januari 2017			0
	30 Januari 2017	12		12
	31 Januari 2017	14	1	15
TOTAL		96	4	100
F	01 Februari 2017	10		10
	02 Februari 2017	12		12
	03 Februari 2017	25		25
	04 Februari 2017	5		5
	05 Februari 2017			0
	06 Februari 2017			0
	07 Februari 2017	16	2	18
	08 Februari 2017	4		4
	09 Februari 2017	11		11

E B R U A R I 2 0 1 7	10 Februari 2017	5		5
	11 Februari 2017			0
	12 Februari 2017			0
	13 Februari 2017	7		7
	14 Februari 2017	14		14
	15 Februari 2017			0
	16 Februari 2017	10	1	11
	17 Februari 2017	6		6
	18 Februari 2017			0
	19 Februari 2017			0
	20 Februari 2017	4		4
	21 Februari 2017			0
	22 Februari 2017	13		13
	23 Februari 2017	13		13
	24 Februari 2017	10		10
	25 Februari 2017	7	1	8
	26 Februari 2017			0
	27 Februari 2017			0
	28 Februari 2017	8		8
	TOTAL	180	4	184
M A R E T 2 0 1 7	01 Maret 2017	10		10
	02 Maret 2017	6		6
	03 Maret 2017	5		5
	04 Maret 2017			0
	05 Maret 2017			0
	06 Maret 2017	15		15
	07 Maret 2017	17		17
	08 Maret 2017	7		7
	09 Maret 2017	5		5
	10 Maret 2017	5		5
	11 Maret 2017			0
	12 Maret 2017			0
	13 Maret 2017	9		9
	14 Maret 2017	16		16
	15 Maret 2017	8		8
	16 Maret 2017	17		17
	17 Maret 2017			0
	18 Maret 2017			0
	19 Maret 2017			0
	20 Maret 2017	10		10
21 Maret 2017			0	
22 Maret 2017	12		12	
23 Maret 2017			0	
24 Maret 2017	4		4	
25 Maret 2017			0	
26 Maret 2017			0	
27 Maret 2017	4		4	
28 Maret 2017			0	

29 Maret 2017	6		6
30 Maret 2017	5		5
31 Maret 2017	3		3
TOTAL	164	0	164





REKAP NEW APPLICANT DAILY REPORT

ENGINE RATING

BULAN	TANGGAL	PELAUT PRIA	PELAUT WANITA	JUMLAH
J A N U A R I 2 0 1 7	01 Januari 2017			0
	02 Januari 2017			0
	03 Januari 2017	3		3
	04 Januari 2017	2		2
	05 Januari 2017	4		4
	06 Januari 2017	2		2
	07 Januari 2017	1		1
	08 Januari 2017			0
	09 Januari 2017	8		8
	10 Januari 2017	12		12
	11 Januari 2017	7		7
	12 Januari 2017	4	3	7
	13 Januari 2017	4		4
	14 Januari 2017			0
	15 Januari 2017			0
	16 Januari 2017	5		5
	17 Januari 2017	13	1	14
	18 Januari 2017	8	1	9
	19 Januari 2017	7		7
	20 Januari 2017	3		3
	21 Januari 2017	2		2
	22 Januari 2017			0
	23 Januari 2017	7		7
	24 Januari 2017	5		5
	25 Januari 2017	5		5
	26 Januari 2017	2		2
	27 Januari 2017	6	2	8
	28 Januari 2017			0
	29 Januari 2017			0
	30 Januari 2017	3		3
	31 Januari 2017	8		8
TOTAL		121	7	128
F	01 Februari 2017	5		5
	02 Februari 2017	5		5
	03 Februari 2017	2		2
	04 Februari 2017			0
	05 Februari 2017			0
	06 Februari 2017	1		1
	07 Februari 2017	15		15
	08 Februari 2017			0
	09 Februari 2017	9		9

E	10 Februari 2017	2		2
B	11 Februari 2017			0
R	12 Februari 2017			0
U	13 Februari 2017	17		17
A	14 Februari 2017	14		14
R	15 Februari 2017			0
I	16 Februari 2017	11		11
	17 Februari 2017	2		2
2	18 Februari 2017	1		1
0	19 Februari 2017			0
1	20 Februari 2017	3		3
7	21 Februari 2017	1		1
	22 Februari 2017	17		17
	23 Februari 2017	13		13
	24 Februari 2017	5		5
	25 Februari 2017			0
	26 Februari 2017			0
	27 Februari 2017	20		20
	28 Februari 2017	11		11
	TOTAL	154	0	154
	01 Maret 2017	12		12
	02 Maret 2017	4		4
	03 Maret 2017	4		4
	04 Maret 2017	2		2
	05 Maret 2017			0
	06 Maret 2017	6		6
	07 Maret 2017	8		8
	08 Maret 2017	6		6
	09 Maret 2017	12		12
	10 Maret 2017	3		3
	11 Maret 2017			0
M	12 Maret 2017			0
A	13 Maret 2017	9		9
R	14 Maret 2017	5		5
E	15 Maret 2017	8	1	9
T	16 Maret 2017	11		11
	17 Maret 2017			0
2	18 Maret 2017			0
0	19 Maret 2017			0
1	20 Maret 2017	11		11
7	21 Maret 2017	8		8
	22 Maret 2017	12		12
	23 Maret 2017	7		7
	24 Maret 2017	8		8
	25 Maret 2017	2		2
	26 Maret 2017			0
	27 Maret 2017	9		9
	28 Maret 2017			0

29 Maret 2017	17		17
30 Maret 2017	7		7
31 Maret 2017	10	2	12
TOTAL	181	3	184



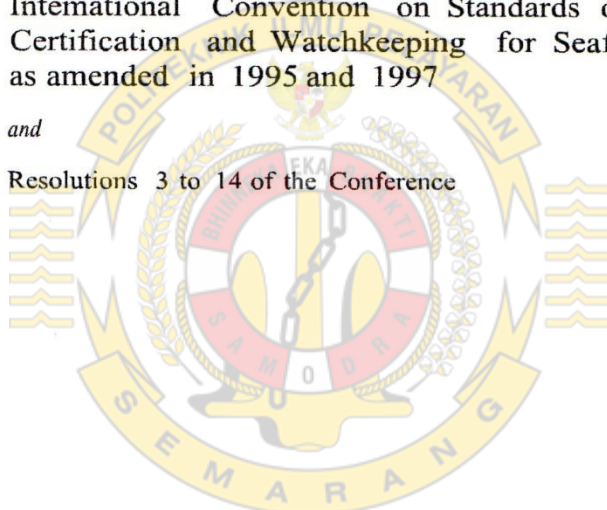
Final Act of the 1995 Conference of Parties to the
International Convention on Standards of Training,
Certification and Watchkeeping for Seafarers, 1978

STCW Convention

International Convention on Standards of Training,
Certification and Watchkeeping for Seafarers, 1978,
as amended in 1995 and 1997

and

Resolutions 3 to 14 of the Conference



International Maritime Organization
London, 1996

APRECIATING that the model courses have thereby assisted many training institutions to improve the quality of the training they provide and have been used to improve procedures for assessing competency,

DESIRING to achieve greater uniformity in the application of the training and assessment provisions of the STCW Convention, as amended,

INVITES:

- .1 the Organization to take steps to revise and update those model courses which provide guidance on the implementation of the training and assessment provisions of the STCW Convention, as amended; and
- .2 Governments to provide funding for, and otherwise assist in, the revision and updating of such model courses.



Resolution 14
**Promotion of the participation of women
in the maritime industry**

THE CONFERENCE,

HAVING ADOPTED the 1995 amendments to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978,

NOTING the International Maritime Organization's Medium-Term Plan for the Integration of Women in the Maritime Sector and expressing support for the Organization's aims of promoting the training of women in the maritime sector,

DESIRING to achieve equal access for men and women to maritime training and to employment on board ship,

INVITES Governments:

- .1 to give special consideration to securing equal access by men and women in all sectors of the maritime industry;
- .2 to highlight the role of women in the seafaring profession and to promote their greater participation in maritime training and at all levels in the maritime industry.



**KEMENTERIAN PERHUBUNGAN
DIREKTORAT JENDERAL PERHUBUNGAN LAUT
GEDUNG KARYA LANTAI 12 S.D 17**

JL. MEDAN MERDEKA BARAT No. 8
JAKARTA - 10110

TEL : 3811308, 3505006, 3813269, 3447017
3842440
PST : 4213, 4227, 4209, 4135

TLX : 3844492, 3458540

FAX : 3811786, 3845430, 3507576

Nomor : *UM.002/80/9/DJPL-17*
Klasifikasi : Penting
Lampiran : 1 (satu) berkas
Perihal : Surat Edaran Direktur Jenderal
Perhubungan Laut tentang
Pemenuhan/Pemberian Hak-hak
Pelaut Perempuan.

Jakarta, *23* Oktober 2017

Kepada

Yth. Para Pemilik SIUPPAK, SIUPAL dan
SIOPSUS

di

TEMPAT

1. Menindaklanjuti adanya laporan praktek diskriminasi atas perekrutan awak kapal perempuan oleh perusahaan keagenan awak kapal (*manning agency*) dan perusahaan pelayaran di Indonesia yang merupakan pelanggaran atas peraturan dan kebijakan nasional yang melarang dan bahkan bertujuan menghapus segala diskriminasi terhadap perempuan di segala bidang, termasuk di bidang pekerjaan dan jabatan.
2. Berkaitan dengan hal tersebut, terlampir disampaikan Surat Edaran Direktur Jenderal Perhubungan Laut Nomor UM.003/80/9/DJPL-17 tanggal 19 Oktober 2017 tentang Pemenuhan/Pemberian Hak-hak Pelaut Perempuan untuk dijadikan pedoman.
3. Demikian disampaikan, atas perhatian dan kerjasamanya diucapkan terima kasih.

A.n. DIREKTUR JENDERAL PERHUBUNGAN LAUT
DIREKTORAT PERKARAWAN DAN KEPELAUTAN



[Signature]
Capt. RUDIANA, M.M.

Pembina Utama Muda (IV/c)
NIP. 19580519 199303 1 001

Tembusan Yth:

1. Menteri Perhubungan;
2. Menteri Pemberdayaan Perempuan dan Perlindungan Anak;
3. Menteri Koordinator Bidang Kemaritiman;
4. Menteri Kelautan dan Perikanan;
5. Menteri Ketenagakerjaan;
6. Kepala BNP2TKI;
7. Para Direktur di lingkungan Ditjen Hubla;
8. Para Kepala Kantor Kesyahbandaran Utama, Kepala KSOP Kelas I s/d V, Kanpel Batam, Kepala UPP Kelas I s/d III;
9. Ketua INSA;
10. Ketua CIMA.



**KEMENTERIAN PERHUBUNGAN
DIREKTORAT JENDERAL PERHUBUNGAN LAUT
GEDUNG KARYA LANTAI 12 S.D 17**

JL. MEDAN MERDEKA BARAT No. 8
JAKARTA - 10110

TEL : 3811308, 3505006, 3813269, 3447017
3842440
PST : 4213, 4227, 4209, 4135

TLX : 3844492, 3458540
FAX : 3811786, 3845430, 3507576

SURAT-EDARAN

Nomor : *CIM.003/80/9/DJPL-17*

TENTANG

PEMEMUHAN/PEMBERIAN HAK-HAK PELAUT PEREMPUAN

1. Menindaklanjuti adanya laporan praktek diskriminasi atas perekrutan awak kapal perempuan oleh perusahaan keagenan awak kapal (*manning agency*) dan perusahaan pelayaran di Indonesia yang merupakan pelanggaran atas peraturan dan kebijakan nasional yang melarang dan bahkan bertujuan menghapus segala diskriminasi terhadap perempuan di segala bidang, termasuk di bidang pekerjaan dan jabatan.
2. Merujuk pada hal butir 1 (satu) di atas, dengan ini kami sampaikan beberapa instruksi kepada perusahaan keagenan awak kapal (*manning agency*) dan perusahaan pelayaran di Indonesia terkait perekrutan dan pemenuhan hak pekerja laut sebagai berikut :
 - a. Melarang perusahaan keagenan awak kapal (*manning agency*) dan perusahaan pelayaran di Indonesia untuk menerapkan kebijakan diskriminasi gender, termasuk atas perekrutan awak kapal perempuan, baik tertulis maupun tidak tertulis (praktek).
 - b. Larangan kebijakan diskriminasi gender tersebut berlaku pada keseluruhan tahap profesi pelaut, yaitu sejak proses praktek laut (Prala) yang merupakan salah satu syarat mengikuti ujian keahlian pelaut untuk proses penerbitan sertifikat pelaut, proses perekrutan, proses pelaksanaan pekerjaan sebagai pelaut dan proses penghentian sebagai pekerja laut.
 - c. Pelanggaran terhadap larangan atas diskriminasi gender tersebut akan berakibat dicabutnya, antara lain:
 - 1) Surat Izin Usaha Perekrutan dan Penempatan Awak Kapal (SIUPPAK);
 - 2) Surat Izin Usaha Perusahaan Angkutan Laut (SIUPAL);
 - 3) Surat Izin Operasi Perusahaan Angkutan Laut Khusus (SIOPSUS).
3. Demikian instruksi ini disampaikan untuk dilaksanakan.

Ditetapkan di : JAKARTA
Pada Tanggal : 19 Oktober 2017

DIREKTUR JENDERAL PERHUBUNGAN LAUT
Pelaksana Tugas,



BAY MOKHAMAD HASANI
Pemula Utama Muda (IV/c)
19571023 197903 1 002

AOS SM

Email: 19-10-2016
U 39 PM

1. MONTHLY WAGE SCALE

Rank	B/W	Fixed O/T	L/ P	SVA	SMB	Monthly Wage
C/O, 1/E	1,391	1,035	278	3,296	-	6,000
2/O, 2/E, Elect	1,116	830	224	1,280	-	3,450
3/O, 3/E	1,077	802	216	630	-	2,725
BSN, #1OLR,CCK,P- MAN	707	526	142	-	165	1,540
A/B, OLR, 2/COOK,WLDR	632	471	127	-	0	1,230
O/S,MSMN,WPR	470	350	94	-	0	914
CADET/BOY	-	-	-	-	325	325

* Cadet : The SMB is an allowance for training, not for a wage

2. Applied vessels

PAN GLOBAL, PAN AMBER, PAN BONITA, PAN CLOVER, PAN ENERGEN, PAN MARGARET, PAN MUTIARA, PAN DAISY, PAN KRISTINE, PAN IVY,

B MONTHLY CHARGES

1. Crews wages including leave pay As per above-mentioned MONTHLY WAGE SCALE
2. Overlapping of wages : 1.1% of MONTHLY CREW TOTAL WAGES
3. Rejoining Bonus
 - Amount for each rank (Increment × Contracts Limited)
 - C/O, 1/E : USD 50.00 × 10 contracts
 - 2/O, 2/E : USD 30.00 × 10 contracts
 - 3/O, 3/E : USD 25.00 × 06 contracts
 - ELECT : USD 25.00 × 10 contracts
 - BSN, OLR#1, CCK, PMAN : USD 20.00 × 10 contracts
 - A/B, OLR, 2nd COOK : USD 20.00 × 05 contracts
 - OS, WPR, M/M, CADET/BOY : USD 20.00 × 04 contracts
 - Rejoining Bonus applies to rejoining crew who completed 9 months on previous contract(s) as same rank.

MR-64
Email: 10/10/2016

Schedule A

DINTEC II

Crew wages

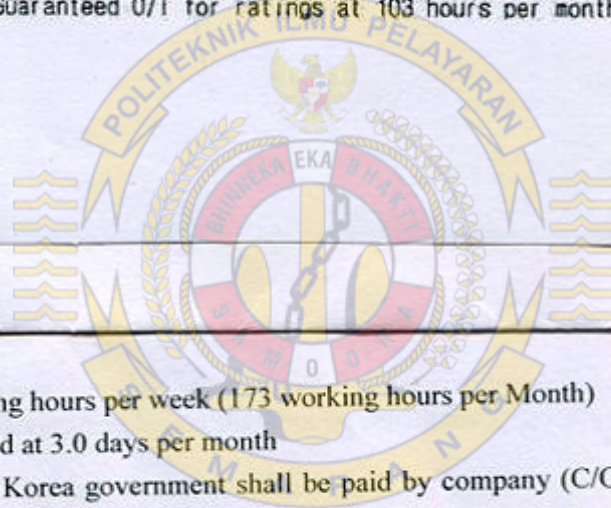
EFFECTIVE 01-01-2017

2. NATIONAL (KOREAN) VESSEL (ITF-ILO MINIMUM 2017)

(UNIT:US\$)

Rank	Basic Wage	Overtime	Leave Pay	Special Al.	G/T
C/O, 1/E	1,335	994	267	3,404	6,000
2/O, 2/E	1,070	797	214	1,419	3,500
3/O, 3/E	1,031	768	207	770	2,776
BSN, OIL-1, C/S	686	511	138	215	1,550
FTR, WELDER	686	511	138	115	1,450
O/M, OLR, COOK	614	457	123	75	1,269
SLR, WPR, MESSMAN	457	341	92	53	943

- Basic 40 working hours per week (173 working hours per Month)
- Leave calculated at 6.0 days per month
- Income Tax of KOREA government shall be paid by company (Estimated amount C/O&1/E : \$290, 2/O&2/E : \$13)
- Fixed O/T for officers and Guaranteed O/T for ratings at 103 hours per month



- Basic 40 working hours per week (173 working hours per Month)
- Leave calculated at 3.0 days per month
- Income Tax of Korea government shall be paid by company (C/O & 1/E : \$290, 2/O & 2/E : \$13)
- Fixed O/T for officers and Guaranteed O/T for ratings at 103 hours per month

PER - 01 FEB 2016
 *EMAIL, 05-04-2016

**CREW WAGES AND MANNING COST
 FOR THE KOREAN FLAG VESSEL
 CONTAINER (SOUTH EAST)
 (IN USD)**

SUKOR HKG

A MONTHLY WAGE SCALE

Rank	B/W	Fixed O/T	L/P	SVA	SMB	Monthly Wage
C/O, 1/E	1,335	835	134	3,196		5,500
2/O, 2/E, Elect	1,070	668	107	1,455		3,300
3/O, 3/E	1,031	644	104	771		2,550
BSN, #1OLR,CCK,P-MAN	686	429	69		321	1,505
A/B, OLR, 2/COOK,WLDR	614	384	62		60	1,120
O/S,MSMN,WPR	457	286	46		56	845

B MONTHLY CHARGES

1. Crews wages including leave pay As per above-mentioned MONTHLY WAGE SCALE
2. Overlapping of wages : 1.1% of MONTHLY CREW TOTAL WAGES
3. Rejoining Bonus
 - Amount for each rank (Increment × Contracts Limited)
 - C/O, 1/E : USD 50.00 × 10 contracts
 - 2/O, 2/E : USD 30.00 × 10 contracts
 - 3/O, 3/E : USD 25.00 × 06 contracts
 - ELECT : USD 25.00 × 10 contracts
 - BSN, OLR#1, CCK, PMAN : USD 20.00 × 10 contracts
 - A/B, OLR, 2nd COOK : USD 20.00 × 05 contracts
 - OS, WPR, M/M, CADET/BOY : USD 20.00 × 04 contracts
 - Rejoining Bonus applies to rejoining crew who completed 9 months on previous contract(s) as same rank.
4. In-house training fee : USD 20.00 per crew
5. Communication : USD 10.00 per crew
6. Agency fee
 - MSTR, C/E : USD 190.00 per crew
 - C/O, 1/E : USD 150.00 per crew
 - 2/O, 2/E, ELECT, 3/O, 3/E : USD 100.00 per crew
 - BSN, OLR#1, CCK, PMAN : USD 70.00 per crew
 - A/B, OLR, OS, WPR, M/M, 2nd COOK, CADET/BOY : USD 70.00 per crew

C ONE TIME CHARGES (When crew joining only)

Initial recruiting fee – USD 105/crew covering SEACOM processing fees, physical/medical exam, Drug & alcohol test, crews domestic transportation & airport fee, miscellaneous documentations.

D OTHER EXPENSES TO BE SETTLED BY STX MARINE SERVICE CO., LTD DIRECTLY

Local Union Fee (USD 40) should be deducted from Crew Wage.

EFFECTIVE : 01-01-2017
 EMAIL : BUNIMAN 09.88
 29-12-2016

JDI / BOI INDONESIA SEAFARER'S WAGE SCALE - 2017

CONFIDENTIAL

CURRENCY: USD DATE: JAN 01, 2017

WAGE SCALE RANK	CODE		BASIC WAGE	CA/ FIXED OVER TIME	LEAVE (VAC.) PAY	Leave Pay for Holiday	RANK ALLOWANCE	SUB TOTAL (MONTHLY WAGE)	OWNER'S BONUS	Total Wage	POB
MASTER	MS	Intra Asia trading	2,069	1,411 ^{13,56}	345	109	2,654	6,588	412	7,000	1,318
		Ocean-going	2,069	1,411	345	109	2,954	6,888	412	7,300	1,378
CHIEF ENGINEER	CE	Intra Asia trading	1,880	1,282 ^{2,52}	313	99	2,831	6,405	395	6,800	1,281
		Ocean-going	1,880	1,282	313	99	3,031	6,605	395	7,000	1,321
CHIEF OFFICER 2nd ENGINEER	IO 2E	Intra Asia trading	1,335	910 ^{8,75}	223	70	3,136	5,674	326	6,000	1,135
		Ocean-going	1,335	910	223	70	3,236	5,774	326	6,100	1,155
2nd OFFICER 3rd ENGINEER	2O 3E	Intra Asia trading	1,070	730 ^{7,01}	178	56	953	2,987	213	3,200	597
		Ocean-going	1,070	730	178	56	1,253	3,287	213	3,500	657
ELECTRIC ENGR.	EE	Intra Asia trading	1,070	730 ^{7,01}	178	56	940	2,974	226	3,200	595
		Ocean-going	1,070	730	178	56	1,240	3,274	226	3,500	655
3rd OFFICER 4th ENGINEER	3O 4E	Intra Asia trading	1,031	703 ^{7,01}	172	54	357	2,317	183	2,500	463
		Ocean-going	1,031	703	172	54	557	2,517	183	2,700	503
CADET	DC EC	Intra Asia trading	300	0	0	0	0	300		300	150
		Ocean-going									
BOSUN FITTER Chief COOK	BS FT CC	Intra Asia trading	686	468 ^{4,5}	114	36	0	1,304	96	1,400	261
		Ocean-going	686	468	114	36	59	1,363	137	1,500	273
A. B. Motor MAN / OILER	AB MM	Intra Asia trading	614	419 ^{4,02}	102	32	0	1,167	33	1,200	233
		Ocean-going	614	419	102	32	0	1,167	133	1,300	233
Ordinary SEAMAN Jr. Motor M. / WIPER MESSMAN	OS JMM WP MB	Intra Asia trading	457	312 ³	72	24	0	865	0	865	173
		Ocean-going	457	312	72	24	0	865	115	980	173

REMARK

1. Basic wage of crew's monthly salary is home allotment.
2. Intra Asia trading : O/P vessel line.
3. All salary for broken month is not payable on board, therefore the salary for crew embarking/disembarking month would be treated as home allotment.
4. Owner's Bonus of crew on board time would be pro-rated by contract and paid as home allotment when contract was terminated. (Owner's Bonus shall be accumulated during the validity of the contract and be paid to seafarer at the time of termination/Sign Off)

EVERGREEN SENIORITY SCALE

RANK	MS CE	CO 2E	2O / 3E / EE 3O / 4E	BSN, C/COOK FITTER, AB, MM(OLR)	OS, J.MM(WPR), MB
SENIORITY	50	40	30	20	15

SK - SHIPPING

- K HOPE

- K PROMISE

- K. YOUNGHLING

- K PHOENIX

- K FAITH

- K WESTERN DREAM

Bulk Carrier - ITF

(unit US\$)

Rank	ITF/IBF 공통항목						추가 항목				
	Year	B/W	FOT /GOT	FSA /SVA	L/P	M.W.	Comm	SUB	P/F CCB	Owner's Bonus	Total Wage
C/O, 1/E	(現) 2016 (조정)2017	1,445	1,075	800	289	3,609				2,491	6,100
2/O, 2/E	(現) 2016 (조정)2017	1,158	862	640	232	2,892				608	3,500
3/O, 3/E	(現) 2016 (조정)2017	1,119	833	600	224	2,776				-	2,776
BSN, OLR1, CK	(現) 2016 (조정)2017	728	542		146	1,416				144	1,560
AB, OLR, 2/CK	(現) 2016 (조정)2017	652	485		130	1,267				33	1,300
OS, WPR, MSM	(現) 2016 (조정)2017	485	361		97	943				-	943

Bulk Carrier - IBF

(unit US\$)

Rank	ITF/IBF 공통항목						IBF 항목				
	YEAR	B/W	FOT /GOT	FSA /SVA	L/P	M.W.	Comm	SUB	P/F CCB	Owner's Bonus	Total Wage
MTR	(現) 2016 (조정)2017	2,287	1,110		687	4,084	1,703	68	80	1,665	7,600
C/E	(現) 2016 (조정)2017	2,187	1,015		657	3,859	1,628	68	80	1,665	7,300
C/O, 1/E	(現) 2016 (조정)2017	1,615	1,202	495	485	3,797		68	80	2,155	6,100
2/O, 2/E	(現) 2016 (조정)2017	1,065	793	100	320	2,278		68	80	974	3,400
3/O, 3/E	(現) 2016 (조정)2017	946	705		284	1,935		68	80	617	2,700
BSN, OLR1, CK	(現) 2016 (조정)2017	685	510		206	1,401		68	50	41	1,560
AB, OLR, 2/CK	(現) 2016 (조정)2017	626	467		188	1,281		68	50	-	1,399
OS, WPR, MSM	(現) 2016 (조정)2017	466	348		140	954		68	50		1,072

- K GARNET

- K SPINEL

- K OPAL

- K CONFIDENCE

- K RUBY

- K VICTORY

EMAIL: BU MIMIN
29-12-2016
16.55

2017 - SALARY SCALE

- MV. IPANEMA BEACH / STB01
- MV. CLIPPER BRILLIANCE / STB01
- MV. PEWEE / SMTECH
- MV. NAVIOS CORAL / STB01
- MV. ULTRA CORY / SMTECH

EFFECTIVE: JANUARY 01, 2017

NO.	RANK	BASIC WAGES	FIXED OVERTIME	FIXED L/PAY	SUBSISTENCE	RETIREMENT	SPV ALL.	TOTAL	INCENTIVE ALL.	MLC 2006 ADD FOT	GRAND TOTAL	OBP	JSU
1	CAPT	2,287	1,703	687	68	80	1,110	5,935	1,069	496	7,500	1,200	40
2	C/O	1,615	1,202	485	68	80	495	3,945	1,705	350	6,000	900	40
3	2/O	1,065	793	320	68	80	100	2,426	793	231	3,450	600	40
4	3/O	946	705	284	68	80	30	2,113	282	205	2,600	480	40
5	C/E	2,187	1,628	657	68	80	1,015	5,635	991	474	7,100	1,200	40
6	1/E	1,615	1,202	485	68	80	495	3,945	1,705	350	6,000	900	40
7	2/E	1,065	793	320	68	80	100	2,426	793	231	3,450	600	40
8	3/E	946	705	284	68	80	30	2,113	282	205	2,600	480	40
9	BSN	685	510	206	68	50		1,519	50		1,569	240	40
10	A/B	626	467	188	68	50		1,399		-	1,399	180	40
11	A/B	626	467	188	68	50		1,399			1,399	180	40
12	A/B	626	467	188	68	50		1,399			1,399	180	40
13	O/S	466	348	140	68	50		1,072			1,072	150	40
14	O/S	466	348	140	68	50		1,072			1,072	150	40
15	OLR/1	685	510	206	68	50		1,519	50		1,569	240	40
16	OLR	626	467	188	68	50		1,399			1,399	180	40
17	OLR	626	467	188	68	50		1,399			1,399	180	40
18	W/P	466	348	140	68	50		1,072			1,072	150	40
19	C/CK	685	510	206	68	50		1,519	50		1,569	240	40
20	M/M	466	348	140	68	50		1,072			1,072	150	40
	TOTAL	18,775	13,988	5,640	1,360	1,240	3,375	44,378	7,770	2,542	54,690	8,580	800
21	CDT	235	130					365			365	150	-
21	TOTAL	19,010	14,118	5,640	1,360	1,240	3,375	44,743	7,770	2,542	55,055	8,730	800

NEW WAGES SCALE
EFFECTIVE : JANUARY 01, 2017

- 1 MV. Brussels Bridge
- 2 MV. Cape Triumph
- 3 MV. Cape Trust
- 4 MV. Federal Kibune
- 5 MV. Port Adelaide
- 6 MV. Tsing Ma Bridge
- 7 MV. Vega Rose
- 8 MV. Vinca

No	Rank	Monthly Total Wages in USD										Total
		Basic Wages	Fixed Over Time	Supervisor Allowance	Leave Pay	Incentive	Stanby Allowance	Subsistence Allowance	Retirement Pay Plan			
1	MASTER	2,287.00	1,703.00	1,110.00	687.00	1,013.00	572.00	68.00	80.00	7,520.00		
2	C/E	2,187.00	1,628.00	1,015.00	657.00	1,038.00	547.00	68.00	80.00	7,220.00		
3	C/O, 1/E	1,615.00	1,202.00	495.00	485.00	1,571.00	404.00	68.00	80.00	5,920.00		
4	2/O, 2/E	1,065.00	793.00	100.00	320.00	828.00	266.00	68.00	80.00	3,520.00		
5	3/O, 3/E	946.00	705.00		284.00	550.00	237.00	68.00	80.00	2,870.00		
6	ELECT	877.00	653.00		264.00	209.00	219.00	68.00	80.00	2,370.00		
7	BSN, OLR/1, C/CX	685.00	510.00		206.00	21.00		68.00	50.00	1,540.00		
8	A/B, OLR	626.00	467.00		188.00			68.00	50.00	1,399.00		
9	O/S, W/P, M/M	466.00	348.00		140.00			68.00	50.00	1,072.00		
10	D/B	235.00	175.00		71.00	41.00		68.00	50.00	640.00		

*Event: Btl Minut
 13-01-2017
 11 24 AM*

ASIA ROUTE : MV. SINAR BALL
EFFECTIVE : JANUARY 01, 2017

No	Rank	Monthly Total Wages in USD							Total
		Basic Wages	Fixed Over Time	Supervisor Allowance	Leave Pay	Subsistence Allowance	Incentive	Stanby Allowance	
1	MASTER	2,176.00	1,620.00	1,070.00	653.00	101.00	936.00	544.00	7,100.00
2	C/E	2,076.00	1,545.00	980.00	623.00	97.00	760.00	519.00	6,600.00
3	C/O, 1/E	1,551.00	1,155.00	480.00	466.00	76.00	984.00	388.00	5,100.00
4	2/O, 2/E	1,033.00	769.00	100.00	310.00	59.00	371.00	258.00	2,900.00
5	3/O, 3/E	914.00	681.00	-	275.00	52.00	399.00	229.00	2,550.00
6	BSN, OLR/1, C/CK	682.00	420.00		159.00	40.00	-	-	1,301.00
7	A/B, OLR	614.00	378.00	-	93.00	36.00		-	1,121.00
8	O/S, W/P, M/M	479.00	295.00	-	72.00	28.00		-	874.00
9	D/B	311.00	192.00		86.00	18.00		-	607.00

EMIL : B4 MURWA
 12-01-2017
 11.24 AM.

CREWING COST FOR PT. JASINDO DUTA SEGARA

VESSEL **MV Anggrek, Permata, Alvorada**UNION **Non-Union Basis**Date Effective : **April 01, 2016**

MONTHLY WAGE STRUCTURE

NO.	RANK	BASIC WAGE	OVER-TIME	WAGE ADJUST	TOTAL	LEAVE PAY	GRAND TOTAL	OBP 20%
1	Master	2,200.00	1,200.00	2,217.00	5,617.00	183.00	5,800.00	1,123.00
2	C/O	1,150.00	900.00	2,454.00	4,504.00	96.00	4,600.00	901.00
3	2/O	700.00	600.00	1,192.00	2,492.00	58.00	2,550.00	498.00
4	3/O	550.00	525.00	1,079.00	2,154.00	46.00	2,200.00	431.00
5	C/Engr	1,850.00	1,000.00	2,596.00	5,446.00	154.00	5,600.00	1,089.00
6	1/Engr	1,150.00	900.00	2,454.00	4,504.00	96.00	4,600.00	901.00
7	2/Engr	700.00	600.00	1,192.00	2,492.00	58.00	2,550.00	498.00
8	3/Engr	550.00	525.00	1,079.00	2,154.00	46.00	2,200.00	431.00
9	BSN	652.00	326.00	127.00	1,105.00	55.00	1,160.00	221.00
10	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
11	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
12	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
13	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
14	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
15	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
16	C/Ck	652.00	326.00	127.00	1,105.00	55.00	1,160.00	221.00
TOTAL		13,706.00	8,678.00	14,817.00	37,201.00	1,147.00	38,348.00	7,442.00

Remarks;

CREWING COST FOR
PT. JASINDO DUTA SEGARA

VESSEL **MV Geopark Venus, Crystal Jade**

UNION **Non-Union Basis**

Date Effective : **April 01, 2016**

MONTHLY WAGE STRUCTURE

NO.	RANK	BASIC WAGE	OVER-TIME	WAGE ADJUST	TOTAL	LEAVE PAY	GRAND TOTAL	OBP 20% CDT 100%
1	Master	2,200.00	1,200.00	2,217.00	5,617.00	183.00	5,800.00	1,123.00
2	C/O	1,150.00	900.00	2,454.00	4,504.00	96.00	4,600.00	901.00
3	2/O	700.00	600.00	1,192.00	2,492.00	58.00	2,550.00	498.00
4	3/O	550.00	525.00	1,079.00	2,154.00	46.00	2,200.00	431.00
5	C/Engr	1,850.00	1,000.00	2,596.00	5,446.00	154.00	5,600.00	1,089.00
6	1/Engr	1,150.00	900.00	2,454.00	4,504.00	96.00	4,600.00	901.00
7	2/Engr	700.00	600.00	1,192.00	2,492.00	58.00	2,550.00	498.00
8	3/Engr	550.00	525.00	1,079.00	2,154.00	46.00	2,200.00	431.00
9	BSN	652.00	326.00	127.00	1,105.00	55.00	1,160.00	221.00
10	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
11	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
12	A B	592.00	296.00	50.00	938.00	50.00	988.00	188.00
13	O/S	460.00	230.00	50.00	740.00	38.00	778.00	148.00
14	O/S	460.00	230.00	50.00	740.00	38.00	778.00	148.00
15	CDT	150.00			150.00		150.00	150.00
16	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
17	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
18	OLR	592.00	296.00	50.00	938.00	50.00	988.00	188.00
19	C/Ck	652.00	326.00	127.00	1,105.00	55.00	1,160.00	221.00
TOTAL		14,776.00	9,138.00	14,917.00	38,831.00	1,223.00	40,054.00	7,888.00

Remarks;

NEW

SALARY SCALE
EFFECTIVE : APRIL 01, 2012

O/S - Grow will
- BASIC = 375
- O/T = 130
- ALLOW = 11A
- L/P = 31

-6SD -CP
Basic : 295 / 120 / 114
OT : 71

- TO: MASTER OF ~~MV. EASTERN SPIRIT~~
~~MV. KARTINI~~
~~MV. ANGGREK~~
~~MV. ALVORADA~~
~~MV. CLIVIA~~

SWEPTIA

~~LUSKO PROCESS II~~

NO	RANK	BASIC WAGE	O/ TIME	Allow WAGE ADJUST	MONTHLY WAGES	LEAVE PAY L/P	G. TOTAL	SHIP. BOARD PAY	HOME ALLOT.
1	MASTER	\$ 2,200.00	\$ 1,000.00	\$ 1,917.00	\$ 5,117.00	183.00	\$ 5,300.00	\$ 1,023.00	\$ 4,094.00
2	C/E	\$ 1,850.00	\$ 850.00	\$ 2,296.00	\$ 4,996.00	154.00	\$ 5,150.00	\$ 999.00	\$ 3,997.00
3	C/O, 1/E	\$ 1,150.00	\$ 700.00	\$ 2,254.00	\$ 4,104.00	96.00	\$ 4,200.00	\$ 821.00	\$ 3,283.00
4	2/O, 2/E	\$ 700.00	\$ 450.00	\$ 1,092.00	\$ 2,242.00	58.00	\$ 2,300.00	\$ 448.00	\$ 1,794.00
5	3/O, 3/E	\$ 550.00	\$ 425.00	\$ 979.00	\$ 1,954.00	46.00	\$ 2,000.00	\$ 391.00	\$ 1,563.00
6	BSN, C/CK	\$ 450.00	\$ 200.00	\$ 262.00	\$ 912.00	38.00	\$ 950.00	\$ 182.00	\$ 730.00
7	3-A/B, 3-OIL	\$ 400.00	\$ 150.00	\$ 217.00	\$ 767.00	33.00	\$ 800.00	\$ 153.00	\$ 614.00
	16 CREWS	\$ 12,150.00	\$ 6,300.00	\$ 14,689.00	\$ 33,139.00	\$ 1,011.00	\$ 34,150.00	\$ 6,624.00	\$ 26,515.00

MV. TORTHPOLE
GPT 9.593 T/ 3.900 KW
WORLD WIDE
PANAMA.

MV. GLORIOSA
GPT 7.727 T/ 3.309
WORLD WIDE
PANAMA

MV. SWEPTIA
GPT 7.727 T/ 3.309
WORLD WIDE
PANAMA

ANNEX 2

PT JASINDO DUTA SEGARA

VESSEL **M/V. YUSHO PRINCESS II**

UNION **Japan Seaman Union**

/ SKM KOREA CO., LTD

Date Effective **January 01, 2016**

MONTHLY WAGE STRUCTURE

TERMS OF EMPLOYMENT : 10Month (+/-) 2 Months

No.	Rank	Basic Wage	Commanding Allowance	Fixed Over Time	Fixed Supervisor Allowance	Leave Pay for Holiday	Sub total Monthly Wage	Leave Pay for Vacation	Grand Total Wage	SBP 20% (Cdt 100%)	Union Fee	Home Allotment
1	Master	1,732,00	1,303,00		1,904,00	101,00	5,040,00	260,00	5,300,00	1,008,00		4,032
2	C/O	1,302,00		904,00	1,722,00	76,00	4,004,00	196,00	4,200,00	801,00	-	3,203
3	2/O	1,013,00		703,00	373,00	59,00	2,148,00	152,00	2,300,00	430,00		1,718
4	3/O	890,00	-	619,00	305,00	52,00	1,866,00	134,00	2,000,00	373,00		1,493
5	C/Engr	1,677,00	1,261,00		1,863,00	97,00	4,898,00	252,00	5,150,00	980,00	-	3,918
6	1/Engr	1,302,00		904,00	1,722,00	76,00	4,004,00	196,00	4,200,00	801,00		3,203
7	2/Engr	1,013,00		703,00	373,00	59,00	2,148,00	152,00	2,300,00	430,00		1,718
8	3/Engr	890,00	-	619,00	305,00	52,00	1,866,00	134,00	2,000,00	373,00	-	1,493
9	BSN	682,00		420,00		40,00	1,142,00	103,00	1,245,00	228,00	30,00	884
10	A B	614,00		378,00		36,00	1,028,00	93,00	1,121,00	206,00	30,00	792
11	A B	614,00		378,00		36,00	1,028,00	93,00	1,121,00	206,00	30,00	792
12	A B	614,00		378,00		36,00	1,028,00	93,00	1,121,00	206,00	30,00	792
13	O S	479,00		295,00		28,00	802,00	72,00	874,00	160,00	30,00	612
14	OLR	614,00		378,00		36,00	1,028,00	93,00	1,121,00	206,00	30,00	792
15	OLR	614,00		378,00		36,00	1,028,00	93,00	1,121,00	206,00	30,00	792
16	C/Ck	682,00		420,00		40,00	1,142,00	103,00	1,245,00	228,00	30,00	884
SUB TOTAL		14,732,00	2,564,00	7,477,00	8,567,00	860,00	34,200,00	2,219,00	36,419,00	* 6,842,00	240,00	27,118
1	CADET	150,00					150,00		150,00	150,00		
17	TOTAL	14,882,00	2,564,00	7,477,00	8,567,00	860,00	34,350,00	2,219,00	36,569,00	6,992,00	240,00	27,118

Note: 30% of member fee (USD 30) for Officer will be paid by PRINCIPAL but for Rating should be deducted from Crew Wage

ANNEX 2**CREWING COST FOR
PT. JASINDO DUTA SEGARA**VESSEL **MV. HL SAIJO**UNION **IBF JSU**Date Effective **January 01, 2017****MONTHLY WAGE STRUCTURE**

NO.	RANK	BASIC WAGE	FIXED OT/ GOT	SPV ALL.	SUB. ALL.	MONTHLY WAGES	LEAVE PAY	TOTAL	SBP
1	C/O	1,615.00	1,202.00	1,880.00	68.00	4,765.00	485.00	5,250.00	598.00
2	2/O	1,065.00	793.00	654.00	68.00	2,580.00	320.00	2,900.00	353.00
3	3/O	946.00	705.00	97.00	68.00	1,816.00	284.00	2,100.00	301.00
4	1/E	1,615.00	1,202.00	1,880.00	68.00	4,765.00	485.00	5,250.00	598.00
5	2/E	1,065.00	793.00	654.00	68.00	2,580.00	320.00	2,900.00	353.00
6	3/E	946.00	705.00	97.00	68.00	1,816.00	284.00	2,100.00	301.00
7	BSN	685.00	510.00		68.00	1,263.00	256.00	1,519.00	197.00
8	A/B	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
9	A/B	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
10	A/B	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
11	O/S	466.00	348.00		68.00	882.00	190.00	1,072.00	141.00
12	O/S	466.00	348.00		68.00	882.00	190.00	1,072.00	141.00
13	D/CDT	150.00				150.00		150.00	150.00
14	OIL	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
15	OIL	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
16	OIL	626.00	467.00		68.00	1,161.00	238.00	1,399.00	188.00
17	C/CK	685.00	510.00		68.00	1,263.00	256.00	1,519.00	197.00
18	M/M	466.00	348.00		68.00	882.00	190.00	1,072.00	141.00
18	CREWS	13,926.00	10,266.00	5,262.00	1,156.00	30,610.00	4,688.00	35,298.00	4599.00

Jordi Aprianus

From: marine-dept [marine-dept@jasindods.co.id]
Sent: Monday, August 22, 2016 2:54 PM

Best Regards.

Hwanyong, Kim (Mr.) / General Manager (김환용/金煥庸)

IMSCO (International Manpower & Shipping Co., Ltd)

ADD : 7F, Ocean B/D, 63-1, Chungjang-daero 5beon-gil, JungGu, B

TEL : (Rep) 82-51-466-3828 / (Dir) 82-070-7450-3874 / (Mob) 82-

FAX : 82-51-466-2987

E-MAIL : (Dir) hykim@imsco.net / (Office) imsco@imsco.net

MT LUNIS
GRT : 5.42 T
HP : 2.460 KW
FLAG : KOREA
T.AREA : WORLD WIDE
IMSCO CO., LTD

Herewith attached file "seafarer's employment contract / Seafarers shall be employed for a basic period of eight (8) months for Officers & Engineers, nine (9) months for Ratings." and crew wages below,

APPENDIX-2

SHIP'S NAME : M/T "ELVEN"
(M/T LUNIS)

PKLSTX

RANK	MONTHLY G/T	DETAIL OF MONTHLY WAGE				
		ORDINARY	O/T	S/A	OBP	L/P
2/O	3300	1070	729	1358	300	143
3/O	2500	1031	702	629	300	138
2/E	3300	1070	729	1358	300	143
ELECTRICIAN	3000	1070	729	1058	300	143
AB	1200	614	418	86	200	82
AB	1200	614	418	86	200	82
AB	1200	614	418	86	200	82
1-OLR	1600	686	467	355	200	92
OLR	1200	614	418	86	200	82
C/CK	1600	686	467	355	200	92
D/C	300	150	102	28	280	20

- G/T : GROSS TOTAL
- O/T : OVER TIME
- S/A : SPECIAL ALLOWANCE
- OBP : ON BOARD PAY
- L/P : LEAVE PAY, PAYMENT WILL BE MADE ON THE DAY AFTER DISEMBARKATION.