
INTERNATIONAL LABOUR ORGANIZATION
Sectoral Activities Programme

Joint Maritime Commission

Subcommittee of the Joint Maritime Commission
Joint Working Group on Wages of Seafarers
(Geneva, 5-8 July 2003)

**Updating and interpretation of the
recommended ILO minimum basic
wage of able seamen**



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Introduction

The Joint Maritime Commission, at its 29th Session (Geneva, 22-26 January 2001) adopted, inter alia, two resolutions relating to the wages of seafarers,¹ namely, a “resolution concerning the ILO minimum wage for able seamen” (Appendix 3 of this report) and a “resolution concerning the interpretation of the ILO minimum wage of able seamen” (Appendix 6). The Governing Body of the ILO at its 283rd Session (March 2002), after taking note of the report of the Commission, endorsed the proposals regarding the updating of the minimum wage figure for able seamen and approved the establishment of a subcommittee of the Commission for this purpose. It also agreed on the convening of a Joint Working Group to provide guidance on how this minimum wage should be interpreted so as to provide a recommended total minimum salary. The meeting dates (5-8 July 2003) were approved by the Governing Body at its 286th Session.

The present report is intended to assist the Subcommittee of the Joint Maritime Commission and the Joint Working Group with their work. Part I of the report provides the Subcommittee with the statistical information and calculations necessary for its discussion on the updating of the minimum recommended wage figure for able seamen in accordance with the Seafarers’ Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187). Part II seeks to provide the Joint Working Group with the elements for a possible interpretation of the recommended wage figure in the light of existing international labour standards. It contains a set of suggested points for discussion, which the Joint Working Group may wish to consider.

¹ ILO: Final report of the Joint Maritime Commission, 29th Session, Geneva, January 2001, Appendices 3 and 4.

I. Updating of the minimum basic wage of able seamen

1. Background

The Governing Body of the International Labour Office, at its 285th Session (November 2002), at the request of the Joint Maritime Commission at its 29th Session (January 2001), decided to convene a meeting of the Subcommittee of the Joint Maritime Commission from 5 to 8 July 2003 in order to update the ILO minimum basic wage of able seamen set out in paragraph 10 of the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187) (full text reproduced in Appendix 1).

From 1972 to 1987, the ILO minimum basic wage contained in the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109) was updated at each session of the Joint Maritime Commission using an arithmetical formula which took into consideration the changes in consumer prices and exchange rates against the United States dollar in 44 maritime countries and areas. This allowed a calculation of the number of United States dollars needed in each country to maintain the same purchasing power as that of the dollar wage determined at the previous revision.

On the basis of a study of the feasibility of devising an alternative formula, the Joint Maritime Commission, at its 26th Session (1991), adopted a resolution modifying the mechanism and procedure for updating the minimum wage (reproduced in Appendix 2). It recommended: (i) a new list of countries and areas that were more representative of maritime nations (those with at least 2 million gross tons of shipping) and of countries and areas that are major suppliers of seafarers; (ii) that the average of the three most recent months of dollar equivalent exchange rates be used so as to minimize the short-term effects of drastic fluctuations in exchange rates; (iii) that the period of measurement of the change in consumer prices should equal the full period of time between adjustments; and (iv) that in calculating the median, countries and areas with fewer than 10,000 seafarers should be allocated a weighting of one while those with 10,000 or more seafarers should be allocated a weighting of two.

At its 29th Session (2001), the Joint Maritime Commission adopted a resolution which: (i) revised the list of countries and areas considered as currently representative of major maritime nations or major suppliers of seafarers; (ii) recommended that the formula used to revise the minimum wage should otherwise be maintained, as it pertained to currency exchange rates, consumer prices and weighting; (iii) recommended that the amount of US\$465 should be used as the base figure for recalculation purposes, and that the period of adjustment should start from 1 January 2001 up to the most current month for which data are available; (iv) declared that the revised amount recommended in future will be effective as of 1 January 2004; (v) recommended that the basic pay or wage of able seamen be updated every two years; (vi) recommended the establishment of a subcommittee of the Commission which should meet every two years for the purpose of updating the basic pay or wage of able seamen between sessions of the Commission. According to the resolution, the Office was not requested to propose a revised amount until all updated data were made available to the Subcommittee. The full text of the resolution as adopted by the Commission is reproduced in Appendix 3.

At the time of writing this report, updated data for the suggested list of countries and areas were available for the period 1 January 2001 to 1 January 2003. Therefore in this report, the base figure of US\$465 has been recalculated for the full two-year period, 1 January 2001 to 1 January 2003, for each of these countries or areas, using the formula

recommended in the resolution of the 26th Session of the Joint Maritime Commission (reproduced in Appendix 2). At the time of its meeting in July 2003, the Office could if required to do so provide the Subcommittee of the Joint Maritime Commission with details of the changes that have occurred during the period 1 January 2003 to 1 July 2003 using the “monthly average amount of change” estimation method recommended by the 28th Session of the Joint Maritime Commission whenever necessary, and estimates up to January 2004 by using the same method.

In accordance with the decision of the 26th Session of the Joint Maritime Commission, the figure for each country or area on the representative list is weighted appropriately to determine the median of the changes across countries and areas as the best way of summarizing these changes.

2. Representative list of countries and areas

The list of countries and areas referred to in the resolution adopted at the 29th Session of the Joint Maritime Commission in 2001 comprised 48 countries and areas, of which 38 had significant tonnage (over 2 million gross tons each) and ten had less than 2 million gross tons but supplied a significant number of seafarers (over 10,000 each) to the shipping industry.

Major maritime nations: Data on the gross tonnage of the world’s merchant fleet in December 2002 are provided in table 1A of the Lloyd’s Register *World Fleet Statistics 2002*. This shows that 36 major maritime countries and areas of the 38 in the 1999 data continued to have fleets of over 2 million tons in 2002 (see Appendix 4). Two countries (Australia and Belize) are no longer on the list of major maritime nations as their gross tonnage was below 2 million tons in 2002. Three other countries emerged as major maritime nations in 2002: Spain, with 2,371,201 tons; Cambodia, with 2,425,828 tons; and the Cayman Islands, with 2,376,980 tons. The Marshall Islands, which was not included in the list in 2001 because of the lack of information on consumer price indices, continued to have tonnage of over 2 million (14,372,878 tons – 2.5 per cent of the world total, an increase of more than 100 per cent from 1999). These 39 countries and areas together accounted for more than 92 per cent of the world’s total tonnage in 2002.

Major suppliers of seafarers: Annex A of the *BIMCO/ISF 2000 Manpower update (technical annexes): World-wide demand for and supply of seafarers* (Warwick, April 2000)¹ gives comprehensive data on the current supply of qualified seafarers from each country and area. It shows that 28 were major suppliers of seafarers in 1999, i.e. each supplied at least 10,000 seafarers (see Appendix 5). Eighteen of these were also major maritime countries or areas; ten (Croatia, Finland, Honduras, Latvia, Myanmar, Pakistan, Poland, Romania, Sri Lanka and Ukraine) each had tonnage of less than 2 million.

¹ This study, carried out for the Baltic and International Maritime Council and the International Shipping Federation by the Institute for Employment Research (University of Warwick, United Kingdom), contained the best information on the worldwide supply of seafarers available to the Office during the period when the report was prepared. The same study was used for the 2001 report; no update has been produced since then.

3. Updating the representative list of countries and areas

The resolution adopted by the Joint Maritime Commission at its 28th Session did not state that the list of representative countries should be revised whenever the international minimum wage of able seamen was to be updated. However, at its 29th Session, it decided to update the list of representative countries and areas, adding two which had more than 2 million tons and three with more than 10,000 seafarers. Two countries which were no longer major suppliers were removed from the list. Consequently, the list contained the 48 major maritime countries and areas and major suppliers of seafarers identified from the information available to the ILO at the time of the updating of the minimum wage.

If the list of countries and areas is to be considered as currently representative of major maritime nations or major suppliers of seafarers, as implied in paragraph 1 of the 1996 resolution, it should reflect the changes noted earlier. Consequently, two countries with more than 2 million gross tons (Cambodia and the Cayman Islands) have been added. Two countries which had less than 2 million gross tons in 2002 (Australia and Belize) have been removed. The Marshall Islands, previously excluded owing to the unavailability of data on consumer prices, are now included on the list. As a result, the revised list (see table 1) comprises 49 countries and areas. One country (Spain), which previously appeared as a major supplier of seafarers, now also appears as a major maritime nation with more than 2 million tons.

4. Changes in consumer prices

Table 1, column 1, shows the changes that took place in consumer prices between 1 January 2001 and 1 January 2003, the period of two full years to be used for adjustment according to the 2001 resolution. The consumer prices data in this table are based mainly on figures published in the *Bulletin of Labour Statistics* (ILO) and are available from the ILO *LABORSTA* database. As CPI figures for Liberia were not available, they were estimated on the basis of the price movements in other countries in the region.

Prices in five of the 49 countries and areas fell slightly over the two-year period of adjustment (Hong Kong (China); Japan; Marshall Islands; Singapore; and Taiwan (China)). In all, 43 per cent of the countries and areas experienced price increases of less than 5 per cent, while 20 per cent experienced inflation of over 10 per cent. Turkey and Myanmar experienced substantial inflation, with prices more than doubling, while in Romania prices rose by more than 50 per cent.

Table 1. Changes in the purchasing power of the United States dollar in selected countries and areas, 1 January 2001 to 1 January 2003

Country or area	Consumer price index, December 2002 (Dec. 2000 = 100) ¹	Exchange rate: Number of local currency units for US\$ ¹² (three-month average)		Number of January 2003 US\$ with same purchasing power as US\$465 in January 2001
		December 2000	December 2002	
	[1]	[2]	[3]	[4]
Antigua and Barbuda	102.9 ⁴	2.70	2.70	478.27
Bahamas	104.9	1.00	1.00	487.70
Bermuda	105.4	1.00	1.00	490.07
Brazil	121.2	1.94	3.61	303.29
Cambodia	103.5	3 888.56	3 931.69	476.10
Canada	104.6	1.52	1.57	471.81
Cayman Islands	103.8 ³	0.69	0.64	522.49
China	100.8	8.28	8.28	468.73
Croatia	105.8	8.61	7.42	570.81
Cyprus	105.4	0.65	0.57	563.58
Denmark	104.8	8.50	7.37	562.24
Finland	103.4	1.14	0.99	552.08
France	103.7	1.14	0.99	553.41
Germany	103.1	1.14	0.99	550.41
Greece	106.5	387.17	337.88	567.55
Honduras	117.6	15.11	16.85	490.48
Hong Kong, China	94.9	7.80	7.80	441.46
India	108.5	46.80	48.24	489.58
Indonesia	123.8	9 507.21	9 049.72	604.93
Iran, Islamic Republic of	128.8	8 040.33	7 965.38	604.51
Isle of Man	104.4	0.69	0.64	525.70
Italy	105.3	1.14	0.99	561.76
Japan	98.5	111.71	121.55	420.94
Korea, Republic of	107.0	1 206.00	1 205.56	497.80
Kuwait	103.3	0.31	0.30	489.25
Latvia	104.6	0.62	0.60	501.65
Liberia	112.0 ⁴	40.84	59.33	358.54
Malaysia	102.9	3.80	3.80	478.37
Malta	105.0	0.45	0.41	536.25
Marshall Islands	98.0 ³	1.00	1.00	455.64
Myanmar	226.6 ⁴	6.68	6.45	1091.38
Netherlands	107.8	1.14	0.99	575.47
Norway	104.9	9.16	7.26	615.45
Pakistan	106.0	57.5	58.75	482.57
Panama	101.9	1.00	1.00	473.97

Country or area	Consumer price index, December 2002 (Dec. 2000 = 100) ¹	Exchange rate: Number of local currency units for US\$1 ² (three-month average)		Number of January 2003 US\$ with same purchasing power as US\$465 in January 2001
		December 2000	December 2002	
	[1]	[2]	[3]	[4]
Philippines	106.8	50.28	53.23	469.21
Poland	104.4	4.43	4.02	536.13
Romania	153.5	25 381.4	33 531.23	540.41
Russian Federation	136.4	27.95	31.79	557.68
Singapore	99.8	1.75	1.76	462.52
Spain	106.8	1.14	0.99	569.91
Sri Lanka	123.3	81.1	96.56	481.64
Saint Vincent and the Grenadines	101.2	2.70	2.70	470.89
Sweden	104.8	9.90	9.05	532.88
Taiwan, China	99.1	32.45	34.84	429.00
Turkey	218.7	680 527.41	1 616 430.90	428.08
Ukraine	105.5	5.44	5.33	500.38
United Kingdom	103.7	0.69	0.64	522.02
United States	104.0	1.00	1.00	483.44

¹ Prepared by the ILO from official statistics. ² Rounded to two decimal places. ³ Fourth quarter. ⁴ Estimate.

5. Changes in exchange rates

Columns 2 and 3 of table 1 present average exchange rates as at 1 January 2001 and 1 January 2003. The exchange rate figures are in most cases the average of the exchange rates for the three months ending 1 January 2001 and 1 January 2003, as reported in *International Financial Statistics* (International Monetary Fund). Owing to the absence of exchange rates for Taiwan (China) in this publication, the rates were drawn from the web site of the Central Bank of Taiwan (China). The data used are generally the end-of-month market or official exchange rates.

In almost half of the countries listed in table 1, exchange rates improved by up to 20 per cent against the United States dollar over the two-year period. This is probably a reflection of a weaker position of the dollar against the Euro, the currency used in seven of the countries on the list, in January 2003. In 11 countries and areas there was no change, as the currency used was either the dollar or had a fixed exchange rate relative to the dollar. In 30 per cent of the countries and areas, exchange rates deteriorated against the dollar between January 2001 and January 2003, with the deterioration exceeding 20 per cent in Brazil, Liberia, Romania and Turkey.

6. Purchasing power of the United States dollar in January 2003 relative to January 2001

The last column of table 1 shows the number of United States dollars in January 2003 with the same purchasing power as US\$465 in January 2001 in the 49 proposed countries and areas. They have been calculated on the basis of the decisions contained in the 1991 and 1996 resolutions. The procedure applied is described below:

The number of dollars on 1 January 2003 with the same purchasing power as US\$465 on 1 January 2001 is obtained by:

- converting US\$465 (approved minimum wage in dollars as at 1 January 2001) to local currency as at 1 January 2001 (using the average exchange rate for October-December 2000);
- adjusting the figure obtained for inflation between 1 January 2001 and 1 January 2003 (using the change in CPI between December 2000 and December 2002);
- reconvert to 1 January 2003 dollars (using the average exchange rate for October-December 2002).

An example of this computation is set out below using data for the United Kingdom.

The number of dollars in January 2003 with the same purchasing power as US\$465 in January 2001 is computed as follows:

- sterling equivalent of US\$465 in January 2001
= $\text{US\$465} \times 0.69$ (three-month average January 2001 sterling-dollar exchange rate)
= £320.850;
- adjustment for inflation from January 2001 to January 2003
= $\text{£320.850} \times 103.66/100 = \text{£332.593}$;
- reversion to January 2003 dollars
= $\text{£332.593}/0.64$ (three-month average January 2003 sterling-dollar exchange rate)
= US\$519.677.

The combined effect of changing exchange rates and prices on the January 2003 purchasing power of the January 2001 US\$465 in each country or area depends on the relative size of these factors. Where the deterioration in the exchange rate exceeded the change in consumer prices, fewer January 2003 dollars were needed to maintain the 2001 level of purchasing power. This was the case for eight of the 49 countries and areas, with Brazil and Liberia requiring only 65 per cent and 77 per cent respectively of January 2001 dollars. In 41 countries and areas, changes in consumer prices exceeded the change in exchange rates, so that a larger number of January 2003 dollars were required to reach the same 2001 purchasing power level. This was particularly evident for Myanmar, which required 235 per cent of January 2001 dollars to attain the same purchasing power. For the 23 countries and areas which experienced improvements in the exchange rate against the January dollar, the effect of their price increases was accentuated, while nine countries with moderate inflation and no change in exchange rates showed a small increase in the January 2003 dollars required. Nine other countries where the exchange rates deteriorated

against the US dollar between January 2001 and January 2003 experienced significant increases in the number of dollars required in January 2003 to maintain the purchasing power of the 2001 dollars.

7. Average change in purchasing power of US\$465 across countries and areas from 1 January 2001 to 1 January 2003

Table 2 contains the data derived from column 4 of table 1 and arranged in ascending order of purchasing power. The median is calculated using a weighting of one (for countries and areas with fewer than 10,000 seafarers) or two (for countries and areas with 10,000 or more seafarers), in accordance with the 1991 resolution. The median value obtained is the figure for Ukraine, US\$500.38. This result represents an increase of 25.3 per cent compared to the median of US\$399.29 reported in 2001, and an increase of 7.6 per cent compared to the minimum of US\$465 recommended in the 2001 resolution. The higher January 2003 median is largely attributable to the weaker US dollar at that time. This median value does not represent an assumption or recommendation by the Office as to the amount to be agreed upon by the Subcommittee. The Office will be prepared to provide updated data and calculations to the meeting based on the latest available information.

Table 2. Countries and areas arranged in ascending order of purchasing power with corresponding weights

Country or area	Number of January 2003 US\$ with same purchasing power as US\$465 in January 2001	Weighting	Cumulative weighting
Brazil	303.29	1	1
Liberia	358.54	1	2
Japan	420.94	2	4
Turkey	428.08	2	6
Taiwan (China)	429.00	1	7
Hong Kong (China)	441.46	1	8
Marshall Islands	455.64	1	9
Singapore	462.52	1	10
China	468.73	2	12
Philippines	469.21	2	14
Saint Vincent and the Grenadines	470.89	1	15
Canada	471.81	2	17
Panama	473.97	1	18
Cambodia	476.10	1	19
Antigua and Barbuda	478.27	1	20
Malaysia	478.37	2	22
Sri Lanka	481.64	2	24
Pakistan	482.57	2	26
United States	483.44	2	28
Bahamas	487.70	1	29

Country or area	Number of January 2003 US\$ with same purchasing power as US\$465 in January 2001	Weighting	Cumulative weighting
Kuwait	489.25	1	30
India	489.58	2	32
Bermuda	490.07	1	33
Honduras	490.48	2	35
Korea, Republic of	497.80	2	37
Ukraine	500.38	2	39
Latvia	501.65	2	41
United Kingdom	522.02	2	43
Cayman Islands	522.49	1	44
Isle of Man	525.70	1	45
Sweden	532.88	1	46
Poland	536.13	2	48
Malta	536.25	1	49
Romania	540.41	2	51
Germany	550.41	2	53
Finland	552.08	2	55
France	553.41	1	56
Russian Federation	557.68	2	58
Italy	561.76	2	60
Denmark	562.24	1	61
Cyprus	563.58	1	62
Greece	567.55	2	64
Spain	569.91	2	66
Croatia	570.81	2	68
Netherlands	575.47	2	70
Iran, Islamic Republic of	604.51	1	71
Indonesia	604.93	2	73
Norway	615.45	2	75
Myanmar	1 091.38	2	77

At every session of the Joint Maritime Commission, the Shipowner and Seafarer members have, after deliberations, agreed on a different figure from the calculated median. Table 3 gives the details of these differences since 1970. On each occasion, the recommended minimum wage was higher than the calculated median. On only one occasion (in 1984) did the recommended minimum wage remain unaltered.

Table 3. Revisions of the minimum wage from 1970 to 2001

Year	Median derived from the formula (US\$)	Minimum wage set by JMC (US\$)	Change in JMC figure as percentage of median
1970	84.91	100	17.7
1972	109.20	115	5.3
1976	178.82	187	4.6
1980	259.24	276	6.5
1984	232.75	276	18.6
1987	280.88	286	1.8
1991	352.00	356	1.1
1995	366.68	385	5.0
1996	408.23	435	6.6
2001 ¹)	399.29)	450	12.7
))	465	16.5
2003	500.38	–	–

¹ See paragraph 3 of the resolution adopted by the 29th Session of the JMC, 2001 (Appendix 3).

II. Interpretation of the ILO minimum wage of able seamen

1. Background

The resolution concerning the interpretation of the ILO minimum wage of able seamen¹ (see full text in Annex 6) adopted by the Joint Maritime Commission (JMC) at its 29th Session (22-26 January 2001) recalled that “the International Labour Organization has adopted a recommended minimum wage for able seamen and a mechanism for periodically updating it”. It also recalled that “ILO maritime instruments provide guidance on how the recommended basic minimum wage of an able seaman can be applied in order to calculate a total recommended monthly package through, inter alia, the establishment of a normal working week, minimum leave entitlements and a formula for the calculation of overtime”. Noting that the “recommended minimum wage for an able seaman has proved to be beneficial for the shipping industry”, the JMC considered that “it would be advantageous if the Governing Body invited the Director-General to convene a meeting of a joint working group of Shipowner and Seafarer members of the JMC together with Office experts to provide guidance to Shipowner and Seafarer representatives and port and flag state authorities on how this wage should be interpreted so as to provide a recommended total minimum salary”.

The information contained in this section has been prepared on the basis of the provisions of the relevant ILO instruments, whether Conventions or Recommendations, particularly the following instruments:

- the Seafarers’ Annual Leave with Pay Convention, 1976 (No. 146);
- the Seafarers’ Hours of Work and the Manning of Ships Convention, 1996 (No. 180);
- the Seafarers’ Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187);
- the Continuity of Employment (Seafarers) Convention, 1976 (No. 145); and
- the Continuity of Employment (Seafarers) Recommendation, 1976 (No. 154).

2. Wages, hours of work and the payment of overtime

The current ILO instrument covering the wages of seafarers is the Seafarers’ Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), which is reproduced in Appendix 1. This Recommendation defines a number of relevant terms as follows:

basic pay or wages: pay, however composed, for normal hours of work; it does not include payments for overtime worked, bonuses, allowances, paid leave or any other additional remuneration;

¹ ILO: Final report of the Joint Maritime Commission, 29th Session, op. cit., Appendix 4.

consolidated wage: a wage or salary which includes the basic wage and other pay-related benefits; a consolidated wage may include compensation for all overtime hours which are worked and all other pay-related benefits, or it may include only certain benefits in a partial consolidation;

overtime: time worked in excess of the normal hours of work.

Recommendation No. 187 also contains a number of principles on which the calculation of pay or wages and overtime should be based, namely that:

- the normal hours of work at sea and in port should not exceed eight hours per day;
- the number of normal hours per week covered by the basic pay or wages should be prescribed by national laws or regulations, if not determined by collective agreements, but should not exceed 48 hours per week; collective agreements may provide for different but not less favourable treatment;
- the rate or rates of compensation for overtime, which should be not less than one and one-quarter times the basic pay or wages per hour, should be prescribed by national laws or regulations or by collective agreements;
- records of all overtime worked should be maintained by the master, or a person assigned by the master, and endorsed by the seafarer at regular intervals.

For seafarers whose wages are fully or partially consolidated, the following additional principles are given:

- the collective agreement, articles of agreement, contract of employment and letter of engagement should specify clearly the amount of remuneration payable to the seafarer and, where appropriate, the number of hours of work expected of the seafarer in return for this remuneration, and any additional allowances which might be due in addition to the consolidated wage, and under which circumstances;
- where hourly overtime is payable for hours worked in excess of those covered by the consolidated wage, the hourly rate should be not less than one and one-quarter times the basic rate corresponding to the normal hours of work as defined above; the same principle should be applied to the overtime hours included in the consolidated wage;
- remuneration for that portion of the fully or partially consolidated wage representing the normal hours of work as defined above should be no less than the applicable minimum wage; and
- for seafarers whose wages are partially consolidated, records of all overtime worked should be maintained and endorsed as provided above.

Finally and most importantly in this regard, the minimum basic pay or wages for a calendar month of service for an able seaman is set periodically by the Joint Maritime Commission under the terms of this Recommendation. This amount presently stands at US\$465 as at 1 January 2003.

Convention No. 180 requires member States to regulate either hours of work or hours of rest and sets figures for both maximum hours of work and minimum hours of rest. It states that the normal hours of work are eight hours daily, with one day of rest per week and rest on public holidays. It therefore provides some basis for the calculation of overtime.

From the above provisions, any agreements providing for fully or partially consolidated wages should specify clearly the amount of remuneration payable to the seafarer and the number of hours expected as part of that agreement. Any supplementary hours worked should be compensated accordingly.

Therefore, consolidated overtime does not preclude the recording of overtime and appropriate payment if more overtime hours are worked than was anticipated by the agreement. The limits set by Convention No. 180 are relevant in this regard. The maximum hours of work allowed may be higher if the flag State has chosen to regulate hours of rest instead of hours of work. However, in such cases hours which are not hours of rest should not all be interpreted as hours of work.

3. Annual leave

This subject is covered by the Seafarers' Annual Leave with Pay Convention, 1976 (No. 146) which provides that every seafarer shall be entitled to annual leave with pay and this should in no case be less than 30 calendar days for one year of service. This leave may be divided into parts if this is authorized by the competent authority. This also allows for leave to be taken before the end of the period of service. Article 6 of the Convention also provides that public holidays, sickness, etc., should not be counted as leave. Consequently, where there is a cash payment or after the seafarer is discharged at the end of his contract, the seafarer cannot benefit from these provisions of Article 6.

The Convention also provides that outstanding leave shall be paid at least at the normal rate of remuneration for that period. However, the manner in which length of service is calculated for the purpose of leave entitlement is left to individual member States. Leave pay should also include the cash equivalent of any part of the remuneration paid in kind. This could concern such items as food.

4. Continuity of employment

Convention No. 145 encourages the maritime industry to provide continuous or regular employment to seafarers. One of the measures which would allow the achievement of this objective would be the introduction of contracts or agreements providing for continuous or regular employment. In such cases, leave would be taken during the contract period. Seafarers would be able to enjoy the benefits of sick leave and public holidays during their leave periods. However, in the absence of continuous employment, leave is frequently liquidated in the form of a payment at the end of the contract, as provided for by Convention No. 146 (Article 7).

5. Basis for the calculation of a minimum total salary for the seafarer

The minimum basic wage per month of service is currently set at US\$465 (as at 1 January 2003), and minimum leave entitlement stands at the rate of 30 calendar days for one year of service.

Therefore, the most useful concept in the compensation of leave would seem to be the basic remuneration for one calendar day. This can be calculated according to the following formula:

Basic remuneration for one calendar day = (basic monthly remuneration x 12)
365 = (465 x 12)/365

= US\$15.29.

The other important item of a seafarer's income is overtime. However, overtime could be better compensated on the basis of the value of the working day or working hour (Recommendation No. 187, Paragraph 3). Thus, remuneration per working day

= ([Basic monthly remuneration x 12]/52)/6

= ([465 x 12]/52)/6

= US\$17.88.

Therefore remuneration for one working hour should be US\$17.88/8 = US\$2.24

Applying the minimum factor for overtime referred to in Recommendation No. 187, remuneration per hour of overtime = 1.25 x 2.24 = US\$2.79.

6. Calculation of leave compensation

If outstanding leave is liquidated by payment at the end of the engagement, remuneration for leave due for one month of service can be calculated as:

$2.5 \times 15.29 = \text{US\$}38.22$ per month worked.

7. Remuneration for overtime

Overtime will vary according to hours worked and national regulations on normal hours of work, and should therefore be calculated on the basis of actual figures. However, it is very common to provide for consolidation of overtime in collective agreements. Existing ILO Conventions and Recommendations do not indicate the number of hours to be considered in case of consolidation of overtime. Under the terms of Convention No. 180, flag States can elect to regulate hours of work or hours of rest.

If the flag State elects to regulate hours of work, the maximum number of overtime hours allowed under Convention No. 180 will be: $72 - 48 = 24$ hours per week. The number of hours overtime per month = $(24 \times 52)/12 = 104$ hours.

In this case, the monthly overtime pay for 104 hours would be: $104 \times \text{US\$}2.79 = \text{US\$}290.16$.

If the flag State chooses to regulate hours of rest, then the number of overtime hours that is theoretically possible will be higher.

8. Days of rest and public holidays

Convention No. 180 states that, like other workers, seafarers must be allowed one day of rest per week and rest on public holidays. Therefore, any overtime worked on such days must be compensated by payment at the appropriate rate. It has been reported to the Office that many collective agreements include consolidated remuneration packages which take

account of payments for public holidays and days of rest spent while on board or at sea. However, there are no such provisions in international labour standards.

9. Concluding remarks and points for discussion

The total salary of a seafarer would include his basic salary and any other benefits and allowances to which he is entitled. However, for the purpose of calculation of a minimum based on international standards, it is only possible to include those benefits and allowances which are accurately prescribed by international instruments, such as annual leave.

Based on the above, the basic monthly minimum remuneration for able seamen presently stands at US\$465, while leave is at the rate of 2.5 days per month of service. However, this leave can be liquidated by a cash payment at the end of the contract period, or if the engagement is interrupted as provided for in Convention No. 146.

In such cases, the basic wage and the cash payment for leave (US\$465 + US\$38.22) total US\$503.22 per month.

The method of calculation of overtime depends on national laws, and any relevant overtime should be paid on the basis of actual hours at the appropriate rates. However, the consolidation of overtime ensures that seafarers are guaranteed a minimum of overtime income and contributes to a simplified administration of overtime payments. Any agreement on consolidation of overtime should be made with due regard to the limits set out in Convention No. 180. Consideration may also be given to the consolidation of any payments for compensation for public holidays and days of rest where this is appropriate. Any payments for elements of remuneration that are normally paid in kind should also be added.

The Working Group may wish to consider the following points for discussion:

1. Are the provisions of the ILO's Conventions and Recommendations quoted above relevant to the calculation of seafarers' wages? Are any other provisions relevant? Are there any other industry practices which may be relevant?
2. Should the calculation of the total minimum salary be based on the theoretical rates of remuneration for a calendar day and for a working day?
3. Should the recommended total monthly minimum wage include only the basic wage and compensation for leave with overtime being paid on the basis of actual hours worked?
4. What should be the formula used for the calculation of overtime when consolidation is considered to be appropriate?
5. Which other benefits, if any, could be consolidated, and how can the relevant amounts be estimated?
6. What formula should be selected for a recommended total monthly minimum wage or salary for able seamen or for seafarers in general?

Appendix 1

Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187)

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Eighty-fourth Session on 8 October 1996, and

Noting the provisions of the Protection of Wages Convention, 1949; the Minimum Wage-Fixing Convention, 1970, the Seafarers' Annual Leave with Pay Convention, 1976, the Merchant Shipping (Minimum Standards) Convention, 1976, the Repatriation of Seafarers Convention (Revised), 1987, the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992, and the International Convention on Maritime Liens and Mortgages, 1993, and

Having decided upon the adoption of certain proposals with regard to the revision of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958 and the Wages, Hours of Work and Manning (Sea) Recommendation, 1958, which is the second item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Seafarers' Hours of Work and the Manning of Ships Convention, 1996;

adopts this twenty-second day of October of the year one thousand nine hundred and ninety-six, the following Recommendation, which may be cited as the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996:

I. SCOPE AND DEFINITIONS

1. (1) This Recommendation applies to every seagoing ship, whether publicly or privately owned, which is registered in the territory of the Member and is ordinarily engaged in commercial maritime operations.

(2) To the extent it deems practicable, after consulting the representative organizations of fishing-vessel owners and fishermen, the competent authority should apply the provisions of this Recommendation to commercial maritime fishing.

(3) In the event of doubt as to whether or not any ships are to be regarded as seagoing ships or engaged in commercial maritime operations or commercial maritime fishing for the purposes of this Recommendation, the question should be determined by the competent authority after consulting the organizations of shipowners, seafarers and fishermen concerned.

(4) This Recommendation does not apply to wooden vessels of traditional build such as dhows and junks.

2. For the purpose of this Recommendation:

- (a) the term "basic pay or wages" means the pay, however composed, for normal hours of work; it does not include payments for overtime worked, bonuses, allowances, paid leave or any other additional remuneration;
- (b) the term "competent authority" means the minister, government department or other authority having power to issue regulations, orders or other instructions having the force of law in respect of seafarers' wages, hours of work or rest or the manning of ships;
- (c) the term "consolidated wage" means a wage or salary which includes the basic wage and other pay-related benefits; a consolidated wage may include compensation for all overtime hours which are worked and all other pay-related benefits, or it may include only certain benefits in a partial consolidation;
- (d) the term "hours of work" means time during which a seafarer is required to do work on account of the ship;

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- (e) the term “overtime” means time worked in excess of the normal hours of work;
 - (f) the term “seafarer” means any person defined as such by national laws or regulations or collective agreements who is employed or engaged in any capacity on board a seagoing ship to which this Recommendation applies; and
 - (g) the term “shipowner” means the owner of the ship or any other organization or person, such as the manager or bareboat charterer, who has assumed the responsibility for the operation of the ship from the shipowner and who on assuming such responsibility has agreed to take over all the attendant duties and responsibilities.

II. SEAFARERS’ WAGES

3. For seafarers whose remuneration includes separate compensation for overtime worked:

- (a) for the purpose of calculating wages, the normal hours of work at sea and in port should not exceed eight hours per day;
- (b) for the purpose of calculating overtime, the number of normal hours per week covered by the basic pay or wages should be prescribed by national laws or regulations, if not determined by collective agreements, but should not exceed 48 hours per week; collective agreements may provide for a different but not less favourable treatment;
- (c) the rate or rates of compensation for overtime, which should be not less than one and one-quarter times the basic pay or wages per hour, should be prescribed by national laws or regulations or by collective agreements; and
- (d) records of all overtime worked should be maintained by the master, or a person assigned by the master, and endorsed by the seafarer at regular intervals.

4. For seafarers whose wages are fully or partially consolidated:

- (a) the collective agreement, articles of agreement, contract of employment and letter of engagement should specify clearly the amount of remuneration payable to the seafarer and where appropriate the number of hours of work expected of the seafarer in return for this remuneration, and any additional allowances which might be due in addition to the consolidated wage, and in which circumstances;
- (b) where hourly overtime is payable for hours worked in excess of those covered by the consolidated wage, the hourly rate should be not less than one and one-quarter times the basic rate corresponding to the normal hours of work as defined in Paragraph 3; the same principle should be applied to the overtime hours included in the consolidated wage;
- (c) remuneration for that portion of the fully or partially consolidated wage representing the normal hours of work as defined in Paragraph 3(a) should be no less than the applicable minimum wage; and
- (d) for seafarers whose wages are partially consolidated, records of all overtime worked should be maintained and endorsed as provided in Paragraph 3(d).

5. National laws or regulations or collective agreements may provide for compensation for overtime or for work performed on the weekly day of rest and on public holidays by at least equivalent time off duty and off the ship or additional leave in lieu of remuneration or any other compensation so provided.

6. National laws and regulations adopted after consulting the representative organizations of seafarers and shipowners or, as appropriate, collective agreements should take into account the following principles:

- (a) equal remuneration for work of equal value should apply to all seafarers employed upon the same ship without discrimination based upon race, colour, sex, religion, political opinion, national extraction or social origin;
- (b) the articles of agreement or other agreement specifying the applicable wages or wage rates should be carried on board the ship; information on the amount of wages or wage rates should be made available to each seafarer, either by providing at least one signed copy of the relevant information to the seafarer in a language which the seafarer understands, or by posting a copy of the agreement in a place accessible to the crew or by some other appropriate means;

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- (c) wages should be paid in legal tender; where appropriate, they may be paid by bank transfer, bank cheque, postal cheque or money order;
 - (d) wages should be paid monthly or at some other regular interval, and on termination of engagement all remuneration due should be paid without undue delay;
 - (e) adequate penalties or other appropriate remedies should be imposed by the competent authorities where shipowners unduly delay, or fail to make, payment of all remuneration due;
 - (f) wages should be paid directly to the seafarer or to the seafarer's designated bank account unless he or she requests otherwise in writing;
 - (g) subject to subparagraph (h), the shipowner should impose no limit on the seafarer's freedom to dispose of his or her remuneration;
 - (h) deduction from remuneration should be permitted only if:
 - (i) there is an express provision therefor in national laws or regulations or in an applicable collective agreement;
 - (ii) the seafarer has been informed, in the manner deemed most appropriate by the competent authority, of the conditions for such deductions; and
 - (iii) they do not in total exceed the limit that may have been established by national laws or regulations or collective agreements or court decisions for making such deductions;
 - (i) no deductions should be made from a seafarer's remuneration in respect of obtaining or retaining employment;
 - (j) the competent authority should have the power to inspect stores and services provided on board ship to ensure that fair and reasonable prices are applied for the benefit of the seafarers concerned; and
 - (k) to the extent that seafarers' claims for wages and other sums due in respect of their employment are not secured in accordance with the provisions of the International Convention on Maritime Liens and Mortgages, 1993, such claims should be protected in accordance with the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992, of the International Labour Organization.

7. The Member should, after consulting with shipowners' and seafarers' organizations, have procedures to investigate complaints relating to any matter contained in this Recommendation.

III. MINIMUM WAGES

8. (1) Without prejudice to the principle of free collective bargaining, the Member should, after consulting representative organizations of shipowners and seafarers, establish procedures for determining minimum wages for seafarers. Representative organizations of shipowners and seafarers should participate in the operation of such procedures.

(2) When establishing such procedures and in fixing minimum wages, due regard should be given to international labour standards concerning minimum wage fixing, as well as the following principles:

- (a) the level of minimum wages should take into account the nature of maritime employment, manning levels of ships, and seafarers' normal hours of work; and
- (b) the level of minimum wages should be adjusted to take into account changes in the cost of living and in the needs of seafarers.

(3) The competent authority should ensure:

- (a) by means of a system of supervision and sanctions, that wages are paid at not less than the rate or rates fixed; and
- (b) that any seafarer who has been paid at a rate lower than the minimum wage is enabled to recover, by an inexpensive and expeditious judicial or other procedure, the amount by which he or she has been underpaid.

IV. MINIMUM MONTHLY BASIC PAY OR WAGE FIGURE FOR ABLE SEAMEN

9. For the purpose of this Part, the term “able seaman” means any seafarer who is deemed to be competent to perform any duty which may be required of a rating serving in the deck department, other than the duties of a leading or specialist rating, or any seafarer who is defined as an able seaman in accordance with national laws, regulations or practice, or collective agreement.

10. The basic pay or wages for a calendar month of service for an able seaman should be no less than the amount periodically set by the Joint Maritime Commission or another body authorized by the Governing Body of the International Labour Office. Upon a decision of the Governing Body, the Director-General of the ILO shall notify any revised amount to the Members of the International Labour Organization. As of 1 January 1995, the amount set by the Joint Maritime Commission was 385 United States dollars.

11. Nothing in this Part should be deemed to prejudice arrangements agreed between shipowners or their organizations and seafarers’ organizations with regard to the regulation of standard minimum terms and conditions of employment, provided such terms and conditions are recognized by the competent authority.

V. EFFECT ON EARLIER RECOMMENDATION

12. This Recommendation supersedes the Wages, Hours of Work and Manning (Sea) Recommendation, 1958.

Appendix 2

Resolution concerning the ILO minimum wage for able seamen

The Joint Maritime Commission of the International Labour Organization,
Having met in Geneva, in its Twenty-Sixth Session, from 17 to 25 October 1991,
Considering the report prepared by the International Labour Office on Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109),
Considering also that criticism has been expressed on several previous occasions by the seafarers and by the shipowners as to the formula which has been used to revise the minimum wage figure contained in Recommendation No. 109,
Noting also that currency fluctuations have again rendered use of the current formula an even more unreliable exercise,
Considers that the formula used to revise the minimum wage should be amended,
Requests therefore the Governing Body of the International Labour Office to take action on the following proposals agreed by the Shipowner and Seafarer members of the Joint Maritime Commission, with regard to a revised formula for dealing with the updating of the minimum wage for able seamen:

REVISED FORMULA

The mechanism and procedure for the periodic revision of the minimum basic wage for able seamen shall be revised:

- (a) to provide a more representative list of 44 countries and areas including nations which have at least 2 million gross tons of shipping or countries and areas which are major suppliers of seafarers. The new list of countries and areas is:

Argentina	France	Korea, Rep. of	Portugal
Australia	Germany	Liberia	Romania
Bahamas	Gibraltar	Malaysia	Saudi Arabia
Bangladesh	Greece	Malta	Singapore
Belgium	Hong Kong	Myanmar	Spain
Bermuda	India	Netherlands	Sri Lanka
Brazil	Indonesia	Norway	Turkey
Canada	Iran, Islamic Rep. of	Pakistan	United Kingdom
China	Israel	Panama	United States
Cyprus	Italy	Philippines	USSR
Denmark	Japan	Poland	Yugoslavia

- (b) to minimise the short-term effect of drastic fluctuations in currency exchange rates. The formula is to utilize an averaging of the three latest months of US dollar equivalent exchange rates (e.g. for the 26th Session, March-May 1991 averaging);
- (c) the formula is to measure the changes in consumer prices for a four-year period up to the month of the most current data (e.g. for the 26th Session, where available, May 1987 shall be the base month and May 1991 shall be the period of measurement). In the future, the period of measurement shall equal the full period of time between adjustments;

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- (d) the formula is to include a weighting on the basis of the total number of seafarers in different countries, on a scale equal to one for countries with less than 10,000 seafarers, and two for countries with 10,000 or more seafarers, the numbers to be determined by an ILO survey;
 - (e) the issue of productivity should be addressed when the Joint Maritime Commission or the bipartite wage committee meets and, if by common reasoning the two parties have found productivity increases have taken place since the last adjustment was made, a relevant percentage should be agreed upon and added to the new wage figure calculated according to the formula.

PERIODIC REVIEW

It is agreed that a small bipartite wage committee composed of six Shipowner representatives and six Seafarers representatives will be convened every alternate year between sessions of the Joint Maritime Commission for the purpose of updating the ILO minimum wage for able seamen in accordance with the prescribed formula, it being understood that such a committee should not be convened in the year before a Joint Maritime Commission session.

UPDATING OF MINIMUM WAGE FIGURES

The current figures of US\$286 and £176 sterling as of October 1987 shall be updated to amounts equal to US\$335 and £196 sterling as of October 1991 and US\$356 and £208 sterling as of 25 October 1992. The base figure for recalculation purposes should be US\$356 as of 25 October 1991, using the formula prescribed above.

Appendix 3

Resolution concerning the ILO minimum wage for able seamen (2001)

The 29th Session of the Joint Maritime Commission,

Having met in Geneva from 22 to 26 January 2001,

Having considered the report prepared by the International Labour Office on the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109): Updating of the minimum basic wage of able seamen,

Having noted that the Joint Maritime Commission, at its 28th Session in 1996, considered the wage figure of US\$435 as of January 1998,

Having noted the adoption, at the 84th (Maritime) Session of the International Labour Conference, of the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), referred to below as the Recommendation, which revised Recommendation No. 109,

The Joint Maritime Commission of the International Labour Organization:

1. Considers the list of 48 countries and areas contained in the Office report as currently representative of major maritime nations or major suppliers of seafarers.
2. Considers also that the formula used to revise the amount of the basic pay or wages for a calendar month of service for an able seaman should otherwise be maintained as it pertains to currency exchange rates, consumer prices and weighting, and that productivity should also be addressed when the Joint Maritime Commission finds this fact relevant.
3. Decides, regarding paragraph 10 of the Recommendation, to update the current ILO minimum wage for an AB of US\$435 to US\$450 as of 1 January 2002 and to US\$465 as of 1 January 2003.
4. Agrees that the amount of US\$465 should be used as the base for recalculation purposes and that the formula should measure changes in consumer prices, currency exchange rates and weighting to cover the period of adjustment time which will start from 1 January 2001 up to the most current month for which data are available, when the amount of the basic pay or wages for able seamen is considered for revision by Joint Maritime Commission sessions in future.
5. Recognizes that the figure of US\$402 as determined by the formula in the ILO Office report of January 2001 should be considered when determining any future increase.
6. Agrees that when updated data covering the period from 1 January 2001 through the next full period of adjustment are not available from the Office, a preliminary adjustment of the amount set by this resolution should initially be performed using the most current data available, and then the monthly average amount of change in the result should be extended to cover the full period of adjustment.
7. Suggests that the next Office report continues to provide preliminary data on all factors measured in the calculation, but the Office should not propose a revised amount until all updated data are made available to the Joint Maritime Commission.
8. Notes that the periodicity of the revision of the ILO minimum wage for able seamen has in recent years varied between one and five years.
9. Notes also that the Office document (JMC/29/2001/2) demonstrates the impact currency fluctuations have on the purchasing power of the recommended minimum basic wage of able seamen and that changes in the financial system have resulted in greater degrees of currency volatility.
10. Notes further the four strategic objectives of the Decent Work Programme and a decent livelihood is fundamental to decent work.

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11. Recalls the previous resolutions of the Joint Maritime Commission proposing the establishment of a small bipartite wage committee composed of six Shipowner representatives and six Seafarer representatives be convened every alternate year, between sessions of the Joint Maritime Commission, for the purpose of updating the amount of the basic pay or wages of able seamen in accordance with the prescribed formula.
 12. Considers that it is essential that the basic pay or wages of able seamen be updated every two years.
 13. Invites the Governing Body to agree to the establishment of a subcommittee of the Joint Maritime Commission which shall meet every two years, even if there is no budgetary allocation, for the purpose of updating the basic pay or wages of able seamen between sessions of the Joint Maritime Commission and which should be composed of six Shipowner and six Seafarer representatives.
 14. Invites also the Governing Body to authorize the Subcommittee of the Joint Maritime Commission to set the basic pay or wages of able seamen and, where appropriate, to report back directly to the Governing Body.
 15. Further invites the Governing Body to convene a meeting of the Subcommittee in September 2003 with a view to implementing the revised figure as of 1 January 2004.

Appendix 4

Major maritime countries and areas, with more than 2 million gross tons (December 2002)

Country or area of registration (arranged in descending order)	Gross tonnage:	
	Tons	As % of total world tonnage
Panama	124 729 059	21.30
Liberia	50 400 182	8.61
Bahamas	35 798 075	6.11
Greece	28 782 843	4.92
Malta	26 331 381	4.50
Cyprus	22 997 023	3.93
Norway	22 194 543	3.79
Singapore	21 148 090	3.61
China	17 315 517	2.96
Hong Kong, China	16 164 263	2.76
Marshall Islands	14 372 878	2.45
Japan	13 917 948	2.38
Russian Federation	10 379 992	1.77
United States	10 371 488	1.77
Italy	9 595 897	1.64
United Kingdom	8 045 095	1.37
Denmark	7 403 055	1.26
Korea, Republic of	7 049 734	1.20
Germany	6 545 767	1.12
Saint Vincent and the Grenadines	6 142 073	1.05
India	6 142 073	1.05
Isle of Man	5 671 930	0.97
Netherlands	5 664 268	0.97
Turkey	5 658 754	0.97
Malaysia	5 394 356	0.92
Philippines	5 319 573	0.91
Antigua and Barbuda	5 066 005	0.87
Bermuda	4 798 336	0.82
France	4 573 500	0.78
Taiwan, China	4 289 028	0.73
Iran, Islamic Republic of	4 128 389	0.71
Indonesia	3 723 052	0.64
Brazil	3 449 191	0.59
Sweden	3 177 541	0.54
Canada	2 797 619	0.48

Country or area of registration (arranged in descending order)	Gross tonnage:	
	Tons	As % of total world tonnage
Cambodia	2 425 828	0.41
Cayman Islands	2 376 980	0.41
Spain	2 371 201	0.40
Kuwait	2 255 972	0.39
Total	538 968 499	92.04
World totals	585 583 396	100.00

Source: Lloyd's Register: *World Fleet Statistics 2002*, table 1A: Merchant fleets of the world – Gross tonnage (London, Mar. 2003).

Appendix 5

Major suppliers of seafarers with more than 10,000 seafarers (2000)

Country or area	Number of:			Percentage of world total:		
	Officers	Ratings	Officers and ratings	Officers	Ratings	Officers and ratings
Philippines	50 000	180 000	230 000	12.39	21.86	18.74
Indonesia	15 500	68 000	83 500	3.84	8.26	6.80
China	34 197	47 820	82 017	8.47	5.81	6.68
Turkey	14 303	48 144	62 447	3.54	5.85	5.09
Russian Federation	21 680	34 000	55 680	5.37	4.13	4.54
India	11 700	43 000	54 700	2.90	5.22	4.46
United States	19 241	26 837	46 078	4.77	3.26	3.76
Ukraine	14 000	23 000	37 000	3.47	2.79	3.02
Greece	17 000	15 500	32 500	4.21	1.88	2.65
Japan	18 813	12 200	31 013	4.66	1.48	2.53
Myanmar	6 000	23 000	29 000	1.49	2.79	2.36
United Kingdom	13 285	10 860	24 145	3.29	1.32	1.97
Italy	9 500	14 000	23 500	2.35	1.70	1.92
Norway	12 000	10 200	22 200	2.97	1.24	1.81
Honduras	4 239	15 341	19 580	1.05	1.86	1.60
Croatia	6 500	13 000	19 500	1.61	1.58	1.59
Korea, Republic of	9 506	6 982	16 488	2.35	0.85	1.34
Canada	4 557	10 076	14 633	1.13	1.22	1.19
Germany	6 021	8 462	14 483	1.49	1.03	1.18
Latvia	6 170	8 135	14 305	1.53	0.99	1.17
Malaysia	4 224	8 447	12 671	1.05	1.03	1.03
Pakistan	2 841	9 327	12 168	0.70	1.13	0.99
Poland	5 944	6 162	12 106	1.47	0.75	0.99
Netherlands	5 707	5 937	11 644	1.41	0.72	0.95
Sri Lanka	623	9 977	10 600	0.15	1.21	0.86
Romania	4 494	5 763	10 257	1.11	0.70	0.84
Finland	4 000	6 000	10 000	0.99	0.73	0.81
Spain	4 000	6 000	10 000	0.99	0.73	0.81
Total	326.045	676 170	1 002 215	80.77	82.12	81.68
World totals	403 672	823 384	1 227 056	100.00	100.00	100.00

Source: BIMCO/ISF: 2000 Manpower update (technical annexes): World-wide demand for and supply of seafarers, Annex A – Supply by flag (Warwick, April 2000).

Appendix 6

Resolution concerning the interpretation of the ILO minimum wage of able seamen

The 29th Session of the Joint Maritime Commission,

Having met in Geneva from 22 to 26 January 2001,

Recalls that the International Labour Organization has adopted a recommended minimum wage for able seamen and a mechanism for periodically updating it,

Recalls also that ILO maritime instruments provide guidance on how the recommended basic minimum wage of an able seaman can be applied in order to calculate a total recommended monthly package through, inter alia, the establishment of a normal working week, minimum leave entitlements and a formula for the calculation of overtime,

Noting that the recommended minimum wage for an able seaman has proved to be beneficial for the shipping industry,

Considers it would be advantageous if the Governing Body invited the Director-General to convene a meeting of a joint working group of Shipowner and Seafarer members of the JMC together with ILO Office experts to provide guidance to Shipowner and Seafarer representatives and port and flag state authorities on how this wage should be interpreted so as to provide a recommended total minimum salary.