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INTERNATIONAL LABOUR ORGANIZATION  
Sectoral Activities Programme

**Joint Maritime Commission**

Subcommittee of the Joint Maritime Commission  
(Geneva, 24-25 February 2006)

**Seafarers' Wages and Hours of Work and the Manning of Ships  
Recommendation, 1996 (No. 187): Updating of the minimum  
basic wage of able seamen**



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## 1. Introduction

The Governing Body of the International Labour Office, at its 294th Session (November 2005), in accordance with the resolution concerning the ILO minimum wage for able seamen adopted by the Subcommittee on Wages of Seafarers in July of 2003 recommending that the basic pay or wages of able seamen be updated every two years (see Appendix I), decided to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission from 24 to 25 February 2006, 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) (the relevant provisions are presented in Appendix II).

From 1972 to 1987, the ILO minimum basic wage contained in the then Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109), was updated 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 to be made of the number of United States dollars needed for the same purchasing power in each country equal to the dollar wage determined at the latest 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 (Appendix III). It recommended: (i) a 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 which are major suppliers of seafarers (those with at least 10,000 seafarers); (ii) that the average of the three latest months of United States 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 weight of one while those with 10,000 or more seafarers should be allocated a weight of two.

The Subcommittee on Wages of Seafarers of the Joint Maritime Commission, which met in Geneva from 5 to 8 July 2003, 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) decided that the amount of US\$500 should be used as the base for recalculation purposes and that the period of adjustment time should start from 1 January 2004 up to the most current month for which data are available; (iv) recognized that the figure of US\$533 as determined by the formula in the ILO Office report of July 2003 should be considered when determining any future increase; (v) considered it was essential to update the basic pay or wage of able seamen every two years. The full text of the resolution as adopted by the Subcommittee concerning the ILO minimum wage for able seamen is given in Appendix I.

At the time of writing this report, updated data for the suggested list of countries and areas were available for the period 1 January 2004 to 1 October 2005. Therefore in this report, the base figure of US\$500 has been recalculated for the period from 1 January 2004 to 1 October 2005, for each of these countries or areas, using the formula recommended in the resolution of the 26th Session of the Joint Maritime Commission (Appendix III). A revised version of this report will be produced on the basis of figures available at the end of December 2005. In addition, at the time of its meeting in February 2006, if so required,

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the Office could provide the Subcommittee of the Joint Maritime Commission with any appropriate updates and estimates.

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 2003 resolution adopted by the Subcommittee on Wages of Seafarers comprised 49 countries and areas, of which 39 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 countries:** Data on the gross tonnage of the world's merchant fleet in December 2004 are provided in table 1A of Lloyd's Register *World Fleet Statistics, 2004*. This shows that of the 39 major maritime countries and areas identified in 2003, all but one (Cambodia) continued to have fleets of over 2 million tons (see Appendix IV). Two additional countries (Belgium and Thailand) emerged as major maritime countries. These 40 countries and areas together accounted for 92.5 per cent of the world's total tonnage in 2004.

**Major suppliers of seafarers:** Appendix C of the BIMCO/ISF "2005 Manpower update: World-wide demand for and supply of seafarers" (Warwick, December 2005)<sup>1</sup> gives comprehensive data on the current supply of qualified seafarers from each country and area. It shows that 31 countries supplied at least 10,000 seafarers in 2005 (see Appendix V). Together they accounted for 81 per cent of the world's total supply of seafarers. As compared with the 2003 list, five new countries emerged as major seafarer suppliers in 2005 (Brazil, Chile, Egypt, Sweden and Viet Nam), two of which were already major maritime nations (Brazil and Sweden). On the other side, three countries no longer were among the list of major seafarer suppliers (Finland, Germany and the Netherlands). Of these, only Finland is not a major maritime nation. Eighteen of the major seafarer suppliers were also major maritime countries or areas, while the remaining 12 (Chile, Croatia, Egypt, Honduras, Latvia, Myanmar, Pakistan, Poland, Romania, Sri Lanka, Ukraine and Viet Nam) had tonnage of less than 2 million.

The resolution adopted by the Joint Maritime Commission at its 28th Session in 1996 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, since its 29th Session in 2001, the Joint Maritime Commission has decided to update the list of representative countries and areas to include all major maritime countries (i.e. those with more than 2 million tons) and major seamen suppliers (i.e. those with more than 10,000 seafarers) and exclude those that no longer fulfil these requirements.

If the list of countries and areas is to be considered as currently representative of major maritime countries or major suppliers of seafarers, as implied in paragraph 1 of the

<sup>1</sup> 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, UK), contained the best information on the worldwide supply of seafarers available to the Office during the period when the report was prepared. The same source was used for the 2001 and 2003 report.

1996 resolution, it should reflect the changes noted above. Consequently, two countries with more than 2 million gross tons have been added (Belgium and Thailand) as well as three countries with more than 10,000 seafarers (Chile, Egypt, and Viet Nam). Two countries which had less than 2 million gross tons or less than 10,000 seafarers in 2005 have been removed (Cambodia and Finland). Two countries (Brazil and Sweden) which previously appeared as major maritime nations now also appear as major supplier of seafarers. The revised list comprises 52 countries and areas and is presented as table 1.

### 3. Changes in consumer prices

Column [1] of table 1 shows the changes that took place in consumer prices between 1 January 2004 and 1 October 2005, the period to be used for adjustment. The data on consumer prices in this table are based mainly on figures published in the *Bulletin of Labour Statistics* (ILO) and available in the ILO database, *LABORSTA*. As CPI figures for Liberia and Antigua and Barbuda were not available, they were estimated on the basis of the price movements in other countries in the region.

**Table 1. Changes in the purchasing power of the United States dollar in selected countries and areas, 1 January 2004 to 1 October 2005**

Country or area	Consumer Price Index	Exchange rate		Number of Oct. 2005 US\$ with same purchasing power as US\$500 in Jan. 2004
	Sep. 2005 on base Dec. 2003 = 100	Dec. 2003 (3-month average)	Sep. 2005 (3-month average)	
	[1]	[2]	[3]	[4]
Antigua and Barbuda	123.273	2.700	2.700	616.37
Bahamas	103.569	1.000	1.000	517.85
Belgium	105.470	0.829	0.826	529.22
Bermuda	106.517	1.000	1.000	532.59
Brazil	112.094	2.897	2.351	690.61
Canada	105.089	1.303	1.192	574.45
Cayman Islands <sup>1</sup>	111.242	0.578	0.566	568.07
Chile	105.636	617.343	547.383	595.69
China <sup>2</sup>	107.132	8.277	8.099	547.42
Croatia	104.452	6.332	6.085	543.49
Cyprus	104.846	0.485	0.473	536.69
Denmark	103.828	6.214	6.160	523.75
Egypt	120.826	6.140	5.759	644.02
France	103.888	0.829	0.826	521.28
Germany	103.806	0.829	0.826	520.87
Greece	105.781	0.829	0.826	530.78
Honduras	116.884	17.693	18.877	547.77
Hong Kong, China	101.453	7.763	7.767	506.96
India	107.712	45.618	43.840	560.41
Indonesia	112.810	8499.000	10123.000	473.56
Iran, Islamic Rep. of	123.104	8321.723	9013.667	568.27
Isle of Man	108.877	0.578	0.566	556.00
Italy	103.537	0.829	0.826	519.52

Country or area	Consumer Price Index	Exchange rate		Number of Oct. 2005 US\$ with same purchasing power as US\$500 in Jan. 2004
	Sep. 2005 on base Dec. 2003 = 100	Dec. 2003 (3-month average)	Sep. 2005 (3-month average)	
	[1]	[2]	[3]	[4]
Japan	100.102	108.453	112.223	483.70
Korea, Republic of	106.250	1192.600	1035.467	611.87
Kuwait	105.651	0.294	0.292	532.64
Latvia	113.682	0.550	0.580	539.34
Liberia	116.596	46.167	58.833	457.47
Malaysia	104.571	3.800	3.763	527.95
Malta	104.130	0.355	0.354	522.39
Marshall Islands <sup>3</sup>	106.423	1.000	1.000	532.12
Myanmar	123.063	5.847	5.853	614.70
Netherlands	104.011	0.829	0.826	521.90
Norway	103.064	6.852	6.503	542.93
Pakistan	114.862	57.281	59.679	551.23
Panama	104.618	1.000	1.000	523.09
Philippines	115.453	55.527	56.107	571.30
Poland	104.950	3.900	3.313	617.60
Romania	116.414	3.334	2.917	665.36
Russian Federation	122.182	29.684	28.559	634.97
Saint Vincent and the Grenadines	105.424	2.700	2.700	527.12
Singapore	102.183	1.721	1.678	523.90
Spain	105.823	0.829	0.826	530.99
Sri Lanka	114.644	96.001	101.068	544.48
Sweden	101.184	7.506	7.727	491.46
Taiwan, China <sup>4</sup>	105.726	34.001	32.319	556.15
Thailand	106.860	39.778	41.323	514.33
Turkey	131.621	1.446	1.343	708.50
Ukraine	117.180	5.332	5.050	618.60
United Kingdom	105.243	0.578	0.566	537.40
United States	107.868	1.000	1.000	539.30
Viet Nam	117.980	15 640.167	15 899.050	580.30

<sup>1</sup>Third quarter – September. <sup>2</sup>Derived index (Sep. 03 = 100). <sup>3</sup>Third quarter – August. <sup>4</sup>Exchange rate – Central Bank of China, R.O.C., Taiwan: Exchange rate statistics: <http://www.cbc.gov.tw/EngHome/Eeconomic/Statistics/Category/Foreign.asp>

Prices increased in all 52 countries and areas over the period of adjustment. Sixteen countries and areas had price increases of less than 5 per cent while 18 experienced inflation of over 10 per cent. Of these, six had substantial inflation of over 20 per cent (Egypt, Russian Federation, Myanmar, Islamic Republic of Iran, Antigua and Barbuda and Turkey).

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## 4. Changes in exchange rates

Columns 2 and 3 of table 1 present the average exchange rates as at 1 January 2004 and 1 October 2005. The exchange rates figures are, in most cases, the average of the exchange rates for the three months ending 1 January 2004 and 1 October 2005, as reported in *International Financial Statistics* (International Monetary Fund). Due to the absence of exchange rates for Taiwan, China in this publication, the rates were drawn from the Central Bank of Taiwan, China web site. The data used are generally the end-of-month market or official exchange rates

In 31 of the 52 countries listed in table 1 exchange rates improved against the US dollar over the period. In seven countries and areas there was no change as either the currency was the US dollar or it had a fixed exchange rate relative to the US dollar. In the remaining 14 countries and areas exchange rates deteriorated against the US dollar between January 2004 and October 2005 with the deterioration exceeding 20 per cent in Liberia.

## 5. Purchasing power of the United States dollar in October 2005 relative to January 2004

The last column of table 1 shows the number of October 2005 United States dollars with the same purchasing power as US\$500 in January 2004 in the 52 proposed countries and areas. They have been calculated based on the decisions given in the 1991 and 1996 resolutions. The procedure applied is as follows:

Number of 1 January 2004 dollars with the same purchasing power as US\$500 as at 1 October 2005 is obtained as:

US\$500 (approved minimum wage in US dollars at 1 January 2004)

- converted to local currency as at 1 January 2004 (using average exchange rate for October-December 2003)

then

- adjusted for inflation between 1 January 2004 and 1 October 2005 (using change in CPI between December 2003 and September 2005)

then

- reconverted to 1 October 2005 US dollars (using average exchange rate for July-September 2005).

An example of this computation is set out below using data for Chile.

*Number of October 2005 US dollars with same purchasing power as January 2003 US\$500 is computed as follows:*

January 2004 pesos equivalent of January 2004 US\$500 =

= US\$500 x 617.343 (3-month average January 2004 pesos/US\$ exchange rate) =

= 308,671.5 pesos,

- adjusted for inflation from January 2004 to October 2005 =
- $$= 308,671.5 \text{ pesos} \times 105.636 / 100 = 326,822.574$$
- and then reconverted to January 2004 US dollars =
- $$= 326,822.574 / 547.383 \text{ (3-month average October 2005 pesos/US\$ exchange rate)} =$$
- $$= \text{US\$}595.69$$

The combined effect of changing exchange rates and prices on the October 2005 purchasing power of the January 2004 US\$500 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 October 2005 US dollars were needed to maintain the 2004 level of purchasing power. This was the case of only four out of the 52 countries and areas with Liberia and Indonesia requiring respectively only 92 per cent and 95 per cent of January 2004 US dollars. In the remaining ten countries and areas where the exchange rate deteriorated, changes in consumer prices were larger than those in the exchange rates so that a larger number of October 2005 US dollars were required to reach the same January 2004 purchasing power level. This was particularly evident for Myanmar which required over 122.9 per cent of January 2004 US dollars. For the 30 countries and areas where improvements in the exchange rate against the January 2004 US dollar were experienced, the effect of their price increases was accentuated, while seven countries, with moderate inflation and no change in exchange rates, showed a small increase in the October 2005 US dollars required.

## 6. Average change in purchasing power of US\$500 across countries and areas from 1 January 2004 to 1 October 2005

Table 2 contains the resulting data from column 4 of table 1 arranged in ascending order of magnitude. The median is then calculated using weights equal to one for countries and areas with less than 10,000 seafarers, and two for countries and areas with 10,000 or more seafarers, as required by the 1991 resolution. The median value obtained is the figure for Croatia, US\$543.49. This result represents an increase of 8.6 per cent compared to the median of US\$500.38 reported in 2003.

**Table 2. Countries and areas arranged in ascending order of purchasing power with corresponding weights (2005 list of countries)**

Country or area	Number of October 2005 US\$ with same purchasing power as US\$500 in January 2004	Weights	Cumulative weights
Liberia	457.47	1	1
Indonesia	473.56	2	3
Japan	483.70	2	5
Sweden	491.46	2	7
Hong Kong, China	506.96	1	8
Thailand	514.33	1	9
Bahamas	517.85	1	10
Italy	519.52	2	12
Germany	520.87	1	13

Country or area	Number of October 2005 US\$ with same purchasing power as US\$500 in January 2004	Weights	Cumulative weights
France	521.28	1	14
Netherlands	521.90	1	15
Malta	522.39	1	16
Panama	523.09	1	17
Denmark	523.75	1	18
Singapore	523.90	1	19
Saint Vincent and the Grenadines	527.12	1	20
Malaysia	527.95	2	22
Belgium	529.22	1	23
Greece	530.78	2	25
Spain	530.99	2	27
Marshall Islands	532.12	1	28
Bermuda	532.59	1	29
Kuwait	532.64	1	30
Cyprus	536.69	1	31
United Kingdom	537.44	2	33
Latvia	539.34	2	35
United States	539.34	2	37
Norway	542.93	2	39
<b>Croatia</b>	<b>543.49</b>	2	41
Sri Lanka	544.48	2	43
China	547.42	2	45
Honduras	547.77	2	47
Pakistan	551.23	2	49
Isle of Man	556.00	1	50
Taiwan, China	556.15	1	51
India	560.41	2	53
Cayman Islands	568.07	1	54
Iran, Islamic Republic of	568.27	1	55
Philippines	571.30	2	57
Canada	574.45	2	59
Viet Nam	580.29	2	61
Chile	595.69	2	63
Korea, Republic of	611.87	2	65
Myanmar	614.70	2	67
Antigua and Barbuda	616.37	1	68
Poland	617.60	2	70
Ukraine	618.60	2	72
Russian Federation	634.97	2	74
Egypt	644.02	2	76
Romania	665.36	2	78
Brazil	690.61	2	80
Turkey	708.50	2	82

This information is provided as requested by paragraph 7 of the resolution concerning the ILO minimum wage for able seamen adopted by the Subcommittee in 2003. It is not a proposed revised amount which should be agreed upon by the Subcommittee.

On each occasion, the Shipowner and Seafarer members of the Joint Maritime Commission 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 the recommended minimum wage remained unaltered (1984).

**Table 3. Revisions of the minimum wage from 1970 to 2003**

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	399.29	450 <sup>1</sup>	12.7
		465 <sup>1</sup>	16.5
2003	500.38	500	0
2006	543.49 <sup>2</sup>		

<sup>1</sup> See paragraph 3 of the resolution adopted by 29th Session of the JMC 2001. <sup>2</sup> To be revised based on data available for November and December 2005.

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## Appendix I

### Resolution concerning the ILO minimum wage for able seamen

The Subcommittee on Wages of Seafarers of the Joint Maritime Commission,

Having met in Geneva from 5 to 8 July 2003,

Having considered the report prepared by the International Labour Office “Updating of the minimum basic wage of able seamen” (SJMC/2003/1),

Having noted that the Joint Maritime Commission, at its 29th Session in 2001, considered the wage figures of US\$450 as of January 2002 and US\$465 as of January 2003,

Recalling the Seafarers’ Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), referred to below as the Recommendation,

The Subcommittee on Wages of Seafarers of the Joint Maritime Commission of the International Labour Organization:

1. Considers the list of 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\$465 to US\$500 as of 1 January 2005.
4. Agrees that the amount of US\$500 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 2004 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\$533 as determined by the formula in the ILO Office report of July 2003 should be considered when determining any future increase.
6. Agrees that when updated data covering the period from 1 January 2004 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 further the four strategic objectives of the Decent Work Programme and a decent livelihood is fundamental to decent work.
9. Recalls that the Governing Body has established a small bipartite wage committee composed of six Shipowner representatives and six Seafarer representatives which will 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, without budgetary implications for the Office.
10. Considers that it is essential that the basic pay or wages of able seamen be updated every two years.
11. Invites also the Governing Body to convene in two years’ time the Subcommittee on Wages of Seafarers and, where appropriate, to report back directly to the Governing Body.

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## Appendix II

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

#### **IV. *Minimum monthly basic pay or wage figure for able seamen***

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.

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## Appendix III

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

- (b) to minimize 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);

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- (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;
  - (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.

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## Appendix IV

### Major maritime countries and areas, with more than 2 million gross tons, 2004

Country or area of registration (arranged by alphabetical order)	Gross tonnage	
	Tons	As % of total world
Antigua and Barbuda	6 914 568	1.1
Bahamas	35 388 244	5.6
Belgium	3 973 267	0.6
Bermuda (UK)	6 166 162	1.0
Brazil	2 628 338	0.4
Canada	2 663 566	0.4
Cayman Islands (UK)	2 608 796	0.4
China	20 369 157	3.2
Cyprus	21 283 373	3.4
Denmark and Denmark (DIS)	7 581 894	1.2
France and French Antarctic Territory	4 900 135	0.8
Germany	8 246 428	1.3
Greece	32 040 682	5.1
Hong Kong, China	26 085 134	4.1
India	7 517 583	1.2
Indonesia	4 072 144	0.6
Iran, Islamic Republic of	5 324 254	0.8
Isle of Man (UK)	7 168 533	1.1
Italy	10 955 957	1.7
Japan	13 180 189	2.1
Korea, Republic of	7 826 141	1.2
Kuwait	2 377 628	0.4
Liberia	53 898 761	8.5
Malaysia	6 056 561	1.0
Malta	22 352 570	3.5
Marshall Islands	22 494 505	3.6
Netherlands	5 622 902	0.9
Norway and Norway (Nis)	18 936 238	3.0
Panama	131 451 672	20.8
Philippines	5 137 022	0.8
Russian Federation	8 638 887	1.4
Saint Vincent	6 324 289	1.0
Singapore	26 282 777	4.1
Spain and Spain (CSR)	2 869 127	0.5
Sweden	3 666 905	0.6

Country or area of registration (arranged by alphabetical order)	Gross tonnage	
	Tons	As % of total world
Taiwan, China	3 556 310	0.6
Thailand	2 889 877	0.5
Turkey	4 678 885	0.7
United Kingdom	11 122 871	1.8
United States	10 744 126	1.7
<b>Total</b>	<b>585 996 458</b>	<b>92.5</b>
<b>World totals</b>	<b>633 321 120</b>	<b>100.0</b>

Source: Lloyd's Register: "World Fleet Statistics 2004", Table 1A: Merchant fleets of the world – Gross tonnage by country of registration (London, 2005).

## Appendix V

### Major suppliers of seafarers, with more than 10,000 seafarers, 2005

Country or area	Number of			Percentage of		
	Officers	Ratings	All officers and rating	All officers	All ratings	All officers and ratings
Brazil	4 504	12 194	16 698	0.97	1.69	1.36
Canada	4 557	10 076	14 633	0.98	1.40	1.19
Chile	2 360	8 168	10 528	0.51	1.13	0.86
China (PRC)	42 704	79 504	122 208	9.15	11.03	9.96
Croatia	10 300	9 200	19 500	2.21	1.28	1.59
Egypt	3 970	17 999	21 969	0.85	2.50	1.79
Greece	17 000	15 000	32 000	3.64	2.08	2.61
Honduras	4 239	15 341	19 580	0.91	2.13	1.60
India	46 497	32 352	78 849	9.97	4.49	6.43
Indonesia	7 750	34 000	41 750	1.66	4.72	3.40
Italy	9 560	11 390	20 950	2.05	1.58	1.71
Japan	12 968	6 856	19 824	2.78	0.95	1.62
Korea, Republic of	8 201	5 035	13 236	1.76	0.70	1.08
Latvia	7 515	10 027	17 542	1.61	1.39	1.43
Malaysia	4 224	8 447	12 671	0.91	1.17	1.03
Myanmar	6 000	23 000	29 000	1.29	3.19	2.36
Norway	8 100	7 300	15 400	1.74	1.01	1.26
Pakistan	2 841	9 327	12 168	0.61	1.29	0.99
Philippines	46 359	74 040	120 399	9.94	10.27	9.81
Poland	8 446	4 737	13 183	1.81	0.66	1.07
Romania	8 446	4 737	13 183	1.81	0.66	1.07
Russian Federation	21 680	34 000	55 680	4.65	4.72	4.54
Spain	4 000	6 000	10 000	0.86	0.83	0.81
Sri Lanka	1 498	14 157	15 655	0.32	1.96	1.28
Sweden	4 892	8 927	13 819	1.05	1.24	1.13
Turkey	22 091	60 328	82 419	4.74	8.37	6.72
Ukraine	28 908	36 119	65 027	6.20	5.01	5.30
United Kingdom	14 050	4 500	18 550	3.01	0.62	1.51
United States	6 433	14 127	20 560	1.38	1.96	1.68
Viet Nam	10 504	6 954	17 458	2.25	0.96	1.42
<b>Total</b>	<b>380 597</b>	<b>583 842</b>	<b>964 439</b>	<b>81.59</b>	<b>80.97</b>	<b>81.22</b>
<b>World totals</b>	<b>466 470</b>	<b>721 021</b>	<b>1 187 491</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

Source: BIMCO/ISF: "2005 Manpower update: World-wide demand for and supply of seafarers". Appendix C: Supply estimates by country (Warwick December 2005).