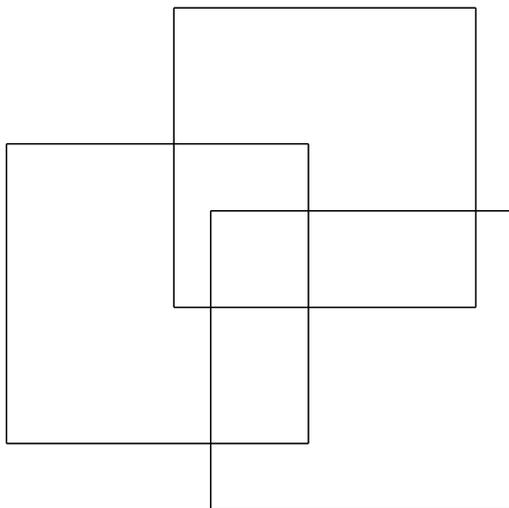




Subcommittee on Wages of Seafarers of the Joint Maritime Commission

**Updating of the minimum monthly basic pay or wage figure for
able seafarers: Seafarers' Wages, Hours of Work and the
Manning of Ships Recommendation, 1996 (No. 187); Maritime
Labour Convention, 2006, Guideline B2.2.4 – Minimum monthly
basic pay or wage figure for able seafarers
(Geneva, 6–7 April 2016)**



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INTERNATIONAL LABOUR ORGANIZATION

Sectoral Policies Department

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Geneva, 2016

INTERNATIONAL LABOUR OFFICE, GENEVA

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1. Introduction

1. The Governing Body of the International Labour Office, at its 323rd Session (March 2015), decided to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in 2016 to update the ILO minimum basic wage of able seafarers.^{1 2} At its 325th Session, it decided that this meeting would be held in Geneva from 6 to 7 April 2016.^{3 4}
2. This Subcommittee was established by the Governing Body at its 280th Session (March 2001) to meet every two years for the purpose of updating the basic pay or wages of able seafarers. According to Paragraph 10 of the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), the basic pay or wages for a calendar month of service for an able (seaman) seafarer 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 (see Appendix I).
3. The Maritime Labour Convention, 2006 (MLC, 2006), revises 37 existing maritime labour Conventions and replaces 31 maritime labour Recommendations, including Recommendation No. 187. The provisions of Recommendation No. 187 have been reproduced in Guideline B2.2. More specifically, Part IV, Paragraphs 9, 10 and 11 of Recommendation No. 187, containing the provisions concerning the minimum monthly basic pay or wage figure for able seafarers, have been replaced by Guideline B2.2.1(a) and Guideline B2.2.4 of the MLC, 2006 (see Appendix II). It is important to note that no substantive changes have been made to the provisions concerning the minimum monthly basic pay or wage figure for able seafarers. The MLC, 2006, entered into force on 20 August 2013. With the entry into force of the Convention, the relevant provisions of the MLC, 2006, concerning wages have therefore become applicable. Consequently, any reference to the minimum wage figure relates to the applicable provisions of the MLC, 2006.
4. The current methodology for updating the basic pay or wages of able seafarers is based on that adopted by the Joint Maritime Commission at its 26th Session (October 1991). This methodology recommends: (i) that the basic pay or wage be based on the list of countries and areas that are 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 formula utilize the average United States dollar (US\$) exchange rate for the three most recent months in order to minimize the short-term effect of drastic fluctuations in currency exchange rates; (iii) that the period of measurement of the change in consumer prices correspond to the full period of time between adjustments; and (iv) that the formula include a weighting of one for countries and areas with fewer than 10,000 seafarers and of two for those with 10,000 or more (see Appendix III for the full text of the resolution).
5. At its most recent meeting (Geneva, 26–27 February 2014) the Subcommittee on Wages of Seafarers of the Joint Maritime Commission adopted a resolution concerning the ILO

¹ GB.323/POL/4, para. 22.

² Minutes of the 323rd Session of the Governing Body of the International Labour Office, para. 294.

³ GB.325/POL/5, para. 9.

⁴ GB.325/INF/1.

minimum monthly basic pay or wage figure for able seafarers (see Appendix IV for the full text of the resolution) whereby, inter alia, it:

- decided to update the current ILO minimum monthly basic wage for an able seafarer from US\$585 to US\$592 as of 1 January 2015 and to US\$614 as of 1 January 2016;
 - agreed that the amount of US\$614 as of 1 January 2014 should be used as the basis for recalculation purposes;
 - acknowledged that the agreed minimum wage figure in no way prejudices collective bargaining or the adoption of higher levels in other international wage-setting mechanisms; and
 - invited the Governing Body to convene a meeting of the Subcommittee in the first half of 2016 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2017, and every two years thereafter, and to request the Subcommittee to report directly to the Governing Body.
6. According to the current methodology for calculating the basic pay of able seafarers, the period of measurement of the change in consumer prices should be the full period of time between adjustments, namely, from 1 January 2014 to 6 April 2016. At the time of writing this report, however, updated data on exchange rates and price indices for the majority of countries and areas were available only for the period from 1 January 2014 to 1 December 2015. At its meeting in April 2016, the Office will be able to provide the Subcommittee of the Joint Maritime Commission with updated information on price indices and exchange rates upon request.

2. Representative list of countries and areas

7. Since its decision at its 29th Session (January 2001), the list of representative countries and areas is updated every time a meeting of the Subcommittee is convened, to include all major maritime countries (those with more than 2 million gross tons of shipping) and major suppliers of seafarers (those with more than 10,000 seafarers) and to exclude those that no longer fulfil those requirements.
8. The most up-to-date information on the gross tonnage of the world's merchant fleet can be found in table 1A of IHS Maritime and Trade *World Fleet Statistics 2014*, which shows that, in 2014, 46 countries and areas had over 2 million gross tons of shipping (see Appendix V) and accounted for 95.3 per cent of the world's total tonnage.
9. The most up-to-date information on major suppliers of seafarers is for 2015, and is included in the forthcoming *BIMCO/ICS Manpower Report 2015*⁵ which provides a comprehensive update on the worldwide demand for, and supply of, qualified seafarers. The figures for 2015 show that 28 countries supplied at least 10,000 seafarers, together accounting for 85.94 per cent of the world's total supply of seafarers (see Appendix V).
10. Since the previous meeting of the Subcommittee in 2014, which identified 57 countries and areas, there are six fewer major suppliers of seafarers (the Islamic Republic of Iran is now a

⁵ This report, issued by the Baltic International Maritime Council (BIMCO) and the International Chamber of Shipping (ICS) with assistance from DM Consulting and Dalian Maritime University, contained the best information on the worldwide supply of seafarers available to the Office during the period in which the report was prepared.

major supplier, while Canada, Egypt, France, Germany, Greece, Honduras and Sweden are no longer major suppliers). Two new countries (Luxembourg and Portugal) have emerged as major maritime countries, while one country (United Republic of Tanzania) has left the list. The list comprises 56 countries and areas, of which 18 are both major suppliers of seafarers and major maritime nations, 28 are only major maritime nations and ten are only major suppliers of seafarers.

3. Changes in consumer prices

11. Column [1] of table 1 shows the changes that took place in consumer price indices (CPI) between 1 January 2014 and 1 December 2015, the period used in this report for adjustment. CPI figures for the Marshall Islands were estimated on the basis of price movements in other countries in the region.⁶ Price indices for the last months of the period had to be estimated for a number of countries, using the geometrical mean of the previous two years.
12. With the exception of 11 countries, prices increased in all countries and areas concerned over the period of adjustment. In 37 countries and areas the increase was less than 10 per cent, while the rest experienced inflation of over 10 per cent. Of these, inflation exceeded 20 per cent in three countries and areas (one country experienced substantial inflation of over 70 per cent).

Table 1. Changes in the purchasing power of the US dollar in selected countries and areas, 1 January 2014–1 December 2015 (2015 list of countries)

| Country or area | Currency | Consumer Price Index 1 Dec. 2015 (base: 1 Jan. 2014=100) | Exchange rate | | Purchasing power equivalent on 1 Dec. 2015 of US\$614 on 1 Jan. 2014 |
|---------------------|-----------------------|--|--------------------------------------|--------------------------------------|--|
| | | | 1 Jan. 2014 (three-month average) | 1 Dec. 2015 (three-month average) | |
| | | [1] | [2] | [3] | [4] |
| Antigua and Barbuda | East Caribbean dollar | 101.666 | 2.700 | 2.700 | 624.228 |
| Bahamas | Bahamian dollar | 103.406 | 1.000 | 1.000 | 634.911 |
| Belgium | Euro | 101.240 | 0.733 | 0.917 | 497.292 |
| Bermuda (UK) | Bermudian dollar | 103.475 | 1.000 | 1.000 | 635.336 |
| Brazil | Brazilian real | 116.645 | 2.277 | 3.893 | 418.805 |
| Bulgaria | Bulgarian lev | 98.737 | 1.430 | 1.793 | 483.417 |
| Cambodia | Cambodian riel | 103.389 | 4 010.000 | 4 053.307 | 628.027 |
| Canada | Canadian dollar | 103.463 | 1.057 | 1.327 | 505.974 |
| Cayman Islands (UK) | Caymanian dollar | 101.692 | 0.800 | 0.800 | 624.389 |
| Chile | Chilean peso | 109.210 | 520.177 | 702.550 | 496.483 |
| China | Chinese yuan | 102.679 | 6.123 | 6.370 | 606.034 |
| Croatia | Croatian kuna | 99.721 | 5.567 | 6.967 | 489.246 |
| Cyprus | Euro | 98.021 | 0.735 | 0.917 | 482.574 |
| Denmark | Danish krone | 100.848 | 5.440 | 6.827 | 493.432 |

⁶ Price index data for the Marshall Islands for 2009 onwards were estimated on the basis of data from Fiji and Guam.

| Country or area | Currency | Consumer Price Index 1 Dec. 2015 (base: 1 Jan. 2014=100) | Exchange rate | | Purchasing power equivalent on 1 Dec. 2015 of US\$614 on 1 Jan. 2014 |
|----------------------------------|-----------------------|--|--------------------------------------|--------------------------------------|---|
| | | | 1 Jan. 2014 (three-month average) | 1 Dec. 2015 (three-month average) | |
| France | Euro | 100.028 | 0.735 | 0.917 | 492.457 |
| Germany | Euro | 100.563 | 0.735 | 0.917 | 495.090 |
| Gibraltar | Pound sterling | 103.054 | 0.613 | 0.660 | 588.011 |
| Greece | Euro | 97.137 | 0.735 | 0.917 | 478.220 |
| Hong Kong, China | Hong Kong dollar | 107.107 | 7.750 | 7.750 | 657.639 |
| India | Indian rupee | 113.017 | 61.900 | 65.923 | 651.574 |
| Indonesia | Indonesian rupiah | 110.932 | 11 800.000 | 14 045.333 | 572.238 |
| Iran, Islamic Republic of | Iranian rial | 126.686 | 24 836.000 | 30 000.667 | 643.942 |
| Isle of Man (UK) | Pound sterling | 104.994 | 0.613 | 0.660 | 599.079 |
| Italy | Euro | 100.093 | 0.735 | 0.917 | 492.776 |
| Japan | Japanese yen | 102.825 | 101.623 | 121.207 | 529.337 |
| Korea, Republic of | Korean won | 101.835 | 1 058.100 | 1 158.600 | 571.028 |
| Kuwait | Kuwaiti dinar | 105.297 | 0.280 | 0.300 | 603.423 |
| Liberia | Liberian dollar | 115.278 | 81.660 | 87.986 | 656.973 |
| Luxembourg | Euro | 100.829 | 0.735 | 0.917 | 496.397 |
| Malaysia | Malaysian ringgit | 105.253 | 3.223 | 4.337 | 480.341 |
| Malta | Euro | 101.142 | 0.735 | 0.917 | 497.939 |
| Marshall Islands | US dollar | 98.727 | 1.000 | 1.000 | 606.185 |
| Myanmar | Myanmar kyat | 114.943 | 981.000 | 1 288.833 | 537.183 |
| Netherlands | Euro | 101.602 | 0.735 | 0.917 | 500.202 |
| Norway | Norwegian krone | 104.889 | 6.043 | 8.587 | 453.263 |
| Pakistan | Pakistani rupee | 108.239 | 107.053 | 105.177 | 676.446 |
| Panama | Panamanian balboa | 101.366 | 1.000 | 1.000 | 622.390 |
| Philippines | Philippine peso | 104.017 | 43.777 | 46.963 | 595.326 |
| Poland | Polish zloty | 98.629 | 3.047 | 3.776 | 488.659 |
| Portugal | Euro | 100.299 | 0.735 | 0.917 | 493.787 |
| Romania | Romanian leu | 99.314 | 3.253 | 4.007 | 495.052 |
| Russian Federation | Russian rouble | 125.000 | 32.660 | 65.617 | 382.015 |
| Saudi Arabia | Saudi Arabian riyal | 104.859 | 3.750 | 3.750 | 643.837 |
| Singapore | Singaporean dollar | 99.435 | 1.257 | 1.413 | 542.857 |
| Spain | Euro | 99.268 | 0.735 | 0.917 | 488.712 |
| Sri Lanka | Sri Lankan rupee | 104.648 | 130.987 | 141.763 | 593.695 |
| Saint Vincent and the Grenadines | East Caribbean dollar | 98.553 | 2.700 | 2.700 | 605.117 |
| Sweden | Swedish krona | 99.597 | 6.473 | 8.540 | 463.536 |
| Taiwan, China | Taiwanese dollar | 101.486 | 29.631 | 32.806 | 562.825 |
| Thailand | Thai baht | 100.136 | 32.000 | 35.953 | 547.231 |
| Turkey | Turkish lira | 117.450 | 2.050 | 2.963 | 498.877 |
| Ukraine | Ukrainian hryvnia | 177.942 | 7.990 | 22.770 | 383.382 |

| Country or area | Currency | Consumer Price Index 1 Dec. 2015 (base: 1 Jan. 2014=100) | Exchange rate | | Purchasing power equivalent on 1 Dec. 2015 of US\$614 on 1 Jan. 2014 |
|-----------------|-----------------|--|--------------------------------------|--------------------------------------|---|
| | | | 1 Jan. 2014 (three-month average) | 1 Dec. 2015 (three-month average) | |
| United Kingdom | Pound sterling | 100.628 | 0.613 | 0.660 | 574.172 |
| United States | US dollar | 101.834 | 1.000 | 1.000 | 625.260 |
| Vanuatu | Vanuatuan vatu | 102.371 | 96.300 | 112.270 | 539.151 |
| Viet Nam | Vietnamese dong | 102.593 | 21 036.000 | 21 890.000 | 605.348 |

Notes: Price index data for the Marshall Islands for 2009 onwards were estimated with prices of Fiji and Guam. Price index data for Gibraltar relates to October 2013 and October 2015; data for the Marshall Islands and Vanuatu relates to November 2013; and data for the Cayman Islands relates to September 2015.

Sources: CPI figures were obtained from the ILO database on labour statistics, LABORSTA (<http://laborsta.ilo.org>), and from the International Monetary Fund database, with the exception of Taiwan, China; in this case, figures were obtained from the Central Bank of the Republic of China (Taiwan) website (<http://statdb.dgbas.gov.tw/pxweb/dialog/statfile1L.asp>). Exchange rates were obtained from the International Monetary Fund database (www.imfstatistics.org), with the exception of Taiwan, China. In this case, rates were obtained from the Central Bank of the Republic of China (Taiwan) website (www.cbc.gov.tw/content.asp?CulItem=1878). Figures for the Cayman Islands reflect the fixed exchange rate, which stands at US\$1=KYD 0.80 (Cayman Islands Fact Sheet from Ministry of Finance, March 2010).

4. Changes in exchange rates

13. Columns [2] and [3] of table 1 show the exchange rates on 1 January 2014 and 1 December 2015, using the average for the three months ending December 2013 and November 2015, respectively. Exchange rates were taken from the International Financial Statistics website of the International Monetary Fund; the exchange rates for Taiwan, China, which do not appear on that website, were taken from the website of the Central Bank of the Republic of China (Taiwan). The data used are generally the end-of-month market or official exchange rates.
14. In 45 of the 56 countries and areas listed in table 1, the local currency depreciated against the US dollar between 1 January 2014 and 1 November 2015. In ten countries and areas, there was no change, as the currency used was either the US dollar or a currency with a fixed exchange rate relative to the US dollar. In the remaining one country, the local currency appreciated against the US dollar during the same period. In Ukraine, the US dollar appreciated by more than 200 per cent during the period.

5. Purchasing power of the US dollar on 1 December 2015 relative to that on 1 January 2014

15. The last column of table 1 shows the number of US dollars needed in the 56 countries and areas on 1 December 2015 to make the same purchases as US\$614 on 1 January 2014. In each case, the figure is obtained by converting US\$614 to the local currency as at 1 January 2014 (using the average exchange rate for October–December 2013), adjusting for inflation between 1 January 2014 and 1 December 2015 (using the relative change in the CPI between January 2014 and December 2015), then reconvertng the figure obtained to US dollars at the December 2015 rate (using the average exchange rate for September–November 2015).
16. Taking France as an example:

1. Converting US\$614 into the local currency (euro) on 1 January 2014:

= US\$614 x 0.735⁷ (where 0.735 is the three-month average exchange rate for October–December 2013)

= €451.290

2. Adjusting this value for inflation between January 2014 and December 2015:

= €451.290 x 100.028/100 (where 100.028 is the percentage increase in prices during the year)

= €451.416

3. Reconverting to US dollars at the 1 December 2015 rate:

= €451.416/0.917 (where 0.917 is the three-month average exchange rate for September–November 2015)

= US\$492.275⁸

17. In each country or area considered, the combined effect of changes in exchange rates and price changes – based on purchasing power on 1 December 2015 in relation to that of US\$614 on 1 January 2014 – varied according to the relative size of both factors. In the majority of countries and areas, fewer US dollars were needed on 1 December 2015 to maintain the equivalent purchasing power of 1 January 2014. However, the effect of inflation varied in different countries and areas, depending upon whether exchange rates increased or decreased during the period, and by how much. More US dollars were needed in 13 countries and areas and fewer US dollars were needed in 43 countries and areas in order to maintain purchasing power. Of the 13 countries and areas where more US dollars were needed to maintain purchasing power:

- In four cases, the local currency depreciated against the US dollar and prices increased; it was the increase in prices that contributed to the need for additional US dollars to maintain the purchasing power of 1 January 2014.
- In eight cases, there was no change in the exchange rate, but prices increased, causing a need for additional US dollars to maintain the purchasing power of 1 January 2014.
- In one country, the local currency appreciated against the US dollar and prices increased; in this case, the combination of these two factors meant that more US dollars were needed to maintain the purchasing power of 1 January 2014.

Of the 43 countries and areas where fewer US dollars were needed to maintain purchasing power:

- In nine cases, the local currency depreciated against the US dollar and prices decreased; the combination of these factors meant that fewer US dollars were needed to maintain the purchasing power of 1 January 2014.

⁷ Figures in this example are rounded to three decimal places.

⁸ The small difference between this figure and that shown in table 1 is due to rounding.

- In two cases, there was no change in the exchange rate, but prices decreased, with the effect that fewer US dollars were needed to maintain the purchasing power of 1 January 2014.
- In 32 cases, the local currency depreciated against the US dollar; consequently, despite price increases, fewer US dollars were needed to maintain the purchasing power of 1 January 2014.

6. Change in the purchasing power of US\$614 between 1 January 2014 and 1 December 2015 in selected countries and areas

18. In order to obtain the median value of the purchasing power in the selected countries, table 2 arranges the figures indicated in table 1, column [4], in ascending order of purchasing power, by using a weighting of one for countries and areas with less than 10,000 seafarers and a weighting of two for those with 10,000 or more seafarers, as required by the 1991 resolution. The median purchasing power with the cumulative weighting of 42 corresponds to the figure for Vanuatu (US\$539.151), pointing to an overall decrease of 6.58 per cent in relation to the median of US\$574.633 reported in 2014.
19. The updated median figure of **US\$539.151** is lower than that submitted as an update at the April 2014 meeting (US\$574.633). In recent years there has been a decrease in general price levels; however, the median depends on the combination of general price indices and of exchange rates, as elaborated in paragraph 17, above.

Table 2. Countries and areas arranged in ascending order of purchasing power, with corresponding weightings (2015 list of countries)

| Country or area | Number of US\$ on 1 Dec. 2015 with the same purchasing power as US\$614 on 1 Jan. 2014 | Weighting | Cumulative weighting |
|--------------------|--|-----------|----------------------|
| Russian Federation | 382.015 | 2 | 2 |
| Ukraine | 383.382 | 2 | 4 |
| Brazil | 418.805 | 2 | 6 |
| Norway | 453.263 | 2 | 8 |
| Sweden | 463.536 | 1 | 9 |
| Greece | 478.220 | 1 | 10 |
| Malaysia | 480.341 | 2 | 12 |
| Cyprus | 482.574 | 1 | 13 |
| Bulgaria | 483.417 | 2 | 15 |
| Poland | 488.659 | 2 | 17 |
| Spain | 488.712 | 1 | 18 |
| Croatia | 489.246 | 2 | 20 |
| France | 492.457 | 1 | 21 |
| Italy | 492.776 | 2 | 23 |
| Denmark | 493.432 | 1 | 24 |
| Portugal | 493.787 | 1 | 25 |

| Country or area | Number of US\$ on 1 Dec. 2015 with the same purchasing power as US\$614 on 1 Jan. 2014 | Weighting | Cumulative weighting |
|-------------------------------------|--|-----------|----------------------|
| Romania | 495.052 | 2 | 27 |
| Germany | 495.090 | 1 | 28 |
| Luxembourg | 496.397 | 1 | 29 |
| Chile | 496.483 | 2 | 31 |
| Belgium | 497.292 | 1 | 32 |
| Malta | 497.939 | 1 | 33 |
| Turkey | 498.877 | 2 | 35 |
| Netherlands | 500.202 | 1 | 36 |
| Canada | 505.974 | 1 | 37 |
| Japan | 529.337 | 2 | 39 |
| Myanmar | 537.183 | 2 | 41 |
| Vanuatu | 539.151 | 1 | 42 |
| Singapore | 542.857 | 1 | 43 |
| Thailand | 547.231 | 2 | 45 |
| Taiwan, China | 562.825 | 1 | 46 |
| Korea, Republic of | 571.028 | 2 | 48 |
| Indonesia | 572.238 | 2 | 50 |
| United Kingdom | 574.172 | 2 | 52 |
| Gibraltar | 588.011 | 1 | 53 |
| Sri Lanka | 593.695 | 2 | 55 |
| Philippines | 595.326 | 2 | 57 |
| Isle of Man (UK) | 599.079 | 1 | 58 |
| Kuwait | 603.423 | 1 | 59 |
| Saint Vincent and the Grenadines | 605.117 | 1 | 60 |
| Viet Nam | 605.348 | 2 | 62 |
| China | 606.034 | 2 | 64 |
| Marshall Islands | 606.185 | 1 | 65 |
| Panama | 622.390 | 2 | 67 |
| Antigua and Barbuda | 624.228 | 1 | 68 |
| Cayman Islands (UK) | 624.389 | 1 | 69 |
| United States | 625.260 | 2 | 71 |
| Cambodia | 628.027 | 2 | 73 |
| Bahamas | 634.911 | 1 | 74 |
| Bermuda (UK) | 635.336 | 1 | 75 |
| Saudi Arabia | 643.837 | 1 | 76 |
| Iran, Islamic Republic of | 643.942 | 2 | 78 |
| India | 651.574 | 2 | 80 |
| Liberia | 656.973 | 1 | 81 |

| Country or area | Number of US\$ on 1 Dec. 2015 with the same purchasing power as US\$614 on 1 Jan. 2014 | Weighting | Cumulative weighting |
|------------------|--|-------------|----------------------|
| Hong Kong, China | 657.639 | 1 | 82 |
| Pakistan | 676.446 | 2 | 84 |
| Median | 539.151 | 84.0 | 42.0 |

20. Whenever the wage figure has been updated, the Shipowner and Seafarer members of the Joint Maritime Commission have, after deliberation, agreed on a different figure from the median. Table 3 illustrates the differences between the figures, from 1970 to 2014.

Table 3. Revision of the minimum wage, 1970–2014

| Year | Median derived from the formula (US\$) | Basic wage set by the JMC (US\$) | Change in JMC figure as percentage of the median |
|------|---|-------------------------------------|--|
| 1970 | 84.91 | 100 | 17.70 |
| 1972 | 109.20 | 115 | 5.30 |
| 1976 | 178.82 | 187 | 4.60 |
| 1980 | 259.24 | 276 | 6.50 |
| 1984 | 232.75 | 276 | 18.60 |
| 1987 | 280.88 | 286 | 1.80 |
| 1991 | 352.00 | 356 | 1.10 |
| 1995 | 366.68 | 385 | 5.00 |
| 1996 | 408.23 | 435 | 6.60 |
| 2001 | 399.29 | 450* | 12.70 |
| | | 465* | 16.50 |
| 2003 | 500.38 | 500 | 0 |
| 2006 | 543.49 | 515; 530; 545** | 0 |
| 2009 | 713.74 | No agreement | – |
| 2011 | 710.81 | 555; 568; 585*** | – |
| 2014 | 574.63 | 585; 592; 614**** | – |
| 2016 | 539.15 | ... | ... |

Notes:

* See paragraph 3 of the resolution adopted by the Joint Maritime Commission (JMC) at its 29th Session in 2001.

** The minimum basic wage was updated to US\$515 as of 1 January 2007, US\$530 as of 1 January 2008 and US\$545 as of 31 December 2008; US\$545 was used as the basis for updating the minimum wage.

*** The minimum basic wage was updated to US\$555 as of 1 January 2012, US\$568 as of 1 January 2013 and US\$585 as of 31 December 2013; US\$585 was used as the basis for updating the minimum wage.

**** The minimum wage was updated to US\$585 as of 1 January 2014, US\$592 as of 1 January 2015 and US\$614 as of 1 January 2016; US\$614 was used as the basis for updating the minimum wage.

...=data not available

Appendix I

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*

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.

Appendix II

Relevant provisions of the Maritime Labour Convention, 2006: Guideline B2.2.1(a) and Guideline B2.2.4

GUIDELINE B2.2 – WAGES

GUIDELINE B2.2.1 – SPECIFIC DEFINITIONS

1. For the purpose of this Guideline, the term:
 - (a) *able seafarer* means any seafarer who is deemed competent to perform any duty which may be required of a rating serving in the deck department, other than the duties of a supervisory or specialist rating, or who is defined as such by national laws, regulations or practice, or by collective agreement;

...

GUIDELINE B2.2.4 – MINIMUM MONTHLY BASIC PAY OR WAGE FIGURE FOR ABLE SEAFARERS

1. The basic pay or wages for a calendar month of service for an able seafarer 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 shall notify any revised amount to the Members of the Organization.
2. Nothing in this Guideline 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.

Appendix III

Resolution concerning the ILO minimum wage for able seamen, adopted at the 26th Session of the Joint Maritime Commission (October 1991)

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 | 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 utilise 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;

-
- (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 Seafarer 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 IV

Resolution concerning the ILO minimum monthly basic pay or wage for able seafarers

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

Having met in Geneva from 26 to 27 February 2014,

Having considered the report prepared by the International Labour Office on the updating of the minimum monthly basic wage figure for able seafarers,

Having noted that the Subcommittee on Wages of Seafarers at its meeting from 26 to 27 April 2011, agreed the minimum monthly basic wage figure of: US\$555 as of 1 January 2012; US\$568 as of 1 January 2013; and US\$585 as of 31 December 2013,

Recalling the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187), in particular paragraph 10, and the Maritime Labour Convention, 2006, Guideline B2.2 and, in particular, Guideline B2.2.4,

Noting that the Recommendation and Convention state that the number of normal hours per week covered by the minimum monthly basic wage figure should not exceed 48 hours per week,

Noting that the agreed sum achieved at previous meetings has not always matched the figure indicated by the formula since the process took into account other factors,

Reaffirming that the main aim of the minimum monthly basic wage figure for the able seafarer, as agreed by the Joint Maritime Commission Subcommittee, is to provide an international safety net for the protection of seafarers and to contribute to their decent work,

Reaffirming support for the role of the Joint Maritime Commission and believing that its role and importance as the agenda-setting mechanism for the maritime industry remains relevant,

Recalling the resolution concerning the ILO minimum wage for able seamen, adopted at the 26th Session of the Joint Maritime Commission (October 1991) (JMC 26),

1. Agrees that the economic situation of the maritime industry in major flag States and labour supply States provides an indication of the necessity for updating the minimum monthly basic wage figure;
2. Affirms that the current mechanism, including the formula, as provided for in the resolution concerning the ILO minimum wage for able seamen, adopted at JMC 26, needs to be maintained until such time as an alternative is agreed;
3. Decides to update the current ILO minimum monthly basic wage for an able seafarer from: US\$585; to US\$592 as of 1 January 2015; and US\$614 as of 1 January 2016;
4. Agrees that US\$614 as of 1 January 2014 should be used as the basis for recalculation purposes;
5. Acknowledges that the agreed minimum monthly wage figure in no way prejudices collective bargaining or the adoption of higher levels in other international wage-setting mechanisms; and
6. Invites the Governing Body to convene a meeting of the Subcommittee in the first half of 2016 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2017, and every two years thereafter, and to request the Subcommittee to report directly to the Governing Body.

Appendix V

Major maritime countries and areas (with more than 2 million gross tons of shipping in 2014) and major suppliers of seafarers (with more than 10,000 seafarers in 2015)

| Country or area | Number of seafarers, 2015 | Gross tons of shipping, 2014 | Weighting |
|---------------------------|---------------------------|------------------------------|-----------|
| Antigua and Barbuda | – | 9 545 533 | 1 |
| Bahamas | – | 54 949 775 | 1 |
| Belgium | – | 5 311 633 | 1 |
| Bermuda (UK) | – | 10 986 349 | 1 |
| Brazil | 28 746 | 2 644 407 | 2 |
| Bulgaria | 33 269 | – | 2 |
| Cambodia | 20 057 | – | 2 |
| Canada | – | 3 052 967 | 1 |
| Cayman Islands (UK) | – | 3 504 868 | 1 |
| Chile | 11 911 | – | 2 |
| China | 243 635 | 44 474 904 | 2 |
| Taiwan, China | – | 3 740 258 | 1 |
| Croatia | 27 246 | – | 2 |
| Cyprus | – | 21 078 582 | 1 |
| Denmark | – | 14 557 957 | 1 |
| France | – | 5 794 515 | 1 |
| Germany | – | 11 116 602 | 1 |
| Gibraltar | – | 3 218 693 | 1 |
| Greece | – | 42 347 060 | 1 |
| Hong Kong, China | – | 92 355 284 | 1 |
| India | 86 084 | 9 193 500 | 2 |
| Indonesia | 143 702 | 13 549 349 | 2 |
| Iran, Islamic Republic of | 17 654 | 3 194 953 | 2 |
| Isle of Man (UK) | – | 15 288 040 | 1 |
| Italy | 34 486 | 16 239 447 | 2 |
| Japan | 25 458 | 21 065 822 | 2 |
| Korea, Republic of | 28 168 | 12 135 462 | 2 |
| Kuwait | – | 3 094 358 | 1 |
| Liberia | – | 126 990 680 | 1 |
| Luxembourg | – | 3 094 779 | 1 |
| Malaysia | 35 000 | 7 135 962 | 2 |
| Malta | – | 56 238 637 | 1 |
| Marshall Islands | – | 109 383 818 | 1 |
| Myanmar | 26 041 | – | 2 |

| Country or area | Number of seafarers, 2015 | Gross tons of shipping, 2014 | Weighting |
|-------------------------------------|------------------------------|---------------------------------|-----------|
| Netherlands | – | 7 616 240 | 1 |
| Norway | 33 701 | 15 915 714 | 2 |
| Pakistan | 12 168 | – | 2 |
| Panama | 25 141 | 217 604 861 | 2 |
| Philippines | 215 500 | 4 337 182 | 2 |
| Poland | 32 189 | – | 2 |
| Portugal | – | 4 598 727 | 1 |
| Romania | 16 000 | – | 2 |
| Russian Federation | 97 061 | 8 256 620 | 2 |
| Saudi Arabia | – | 3 225 684 | 1 |
| Singapore | – | 77 041 087 | 1 |
| Spain | – | 2 547 858 | 1 |
| Sri Lanka | 21 793 | – | 2 |
| Saint Vincent and the Grenadines | – | 2 603 212 | 1 |
| Sweden | – | 2 705 648 | 1 |
| Thailand | 12 454 | 3 389 565 | 2 |
| Turkey | 38 985 | 5 867 870 | 2 |
| Ukraine | 69 000 | – | 2 |
| United Kingdom | 14 780 | 13 461 709 | 2 |
| United States | 33 218 | 11 506 792 | 2 |
| Vanuatu | – | 2 296 283 | 1 |
| Viet Nam | 32 445 | 4 230 441 | 2 |
| Total | 1 415 892 | 1 112 489 687 | |
| World totals | 1 647 494 | 1 166 847 462 | |
| <i>Percentage</i> | <i>85.94</i> | <i>95.34</i> | |

Note: Denmark, France, Norway, Portugal and Spain: tonnage includes international registry; countries receive a weighting of two if they are a major supplier of seafarers, and a weighting of one if they are not.