

INTERNATIONAL LABOUR ORGANIZATION  
Sectoral Activities Programme

**Seafarers' Wages, Hours of Work and the  
Manning of Ships Recommendation, 1996  
(No. 187): The updating of the basic  
wage of able seafarers**

**Report for discussion at the Subcommittee on Wages  
of Seafarers of the Joint Maritime Commission**  
(26–27 April 2011)

Geneva, 2011





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## 1. Introduction

1. The Governing Body of the International Labour Office, at its 309th Session (November 2010), decided to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission from 26 to 27 April 2011 to update the ILO minimum basic wage of able seafarers. 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 II).
2. 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 US dollar 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).
3. At its most recent meeting (Geneva, 12–13 February 2009), the Subcommittee on Wages of Seafarers of the Joint Maritime Commission could not reach agreement on updating the minimum wage figure, and, as a consequence, it remained at the level agreed at the meeting before that one (Geneva, 24–25 February 2006), i.e. US\$545, effective at the end of 2008. The 2009 meeting did not adopt any resolutions. The resolution adopted by the previous meeting (Geneva, 24–25 February 2006) contained a number of proposals with regard to the future updating of the wage figure, including: (i) revising the list of countries and areas considered as representative of major maritime nations or major suppliers of seafarers; (ii) maintaining the formula used to revise the minimum wage as it pertained to currency exchange rates, consumer prices and weighting; (iii) fixing the amount to be used as the base for recalculation purposes at US\$545; and (iv) updating the basic pay or wage of able seafarers every two years (see Appendix I for the full text of the resolution).
4. 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, i.e. from 1 March 2006 to 26 April 2011. 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 March 2006 to 1 January 2011. At its meeting in April 2011, the Office should, if requested, be able to provide the Subcommittee of the Joint Maritime Commission with updated information on price indices and exchange rates.

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## 2. Representative list of countries and areas

5. 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 (i.e. those with more than 2 million tons of shipping) and major suppliers of seafarers (i.e. those with more than 10,000 seafarers) and to exclude those that no longer fulfil those requirements.
6. The most up-to-date information on the gross tonnage of the world's merchant fleet can be found in table 1A of Lloyd's Register *World Fleet Statistics 2009*. It shows that, in 2009, 41 countries had over 2 million tons of shipping (see Appendix IV) and accounted for 93.9 per cent of the world's total tonnage.
7. The most up-to-date information on major suppliers of seafarers is for 2010 and comes from Appendix C of the *BIMCO/ISF Manpower Update 2010* (Warwick, December 2010)<sup>1</sup> which gives comprehensive data on the worldwide demand for and supply of qualified seafarers from each country and area. The figures for 2010 show that 34 countries supplied at least 10,000 seafarers (see Appendix IV), together accounting for 73.3 per cent of the world's total supply of seafarers.
8. Since the previous meeting of the Subcommittee on Wages of Seafarers in 2009, which identified 53 countries and areas, one new country (Bulgaria) has emerged as a major supplier of seafarers and two (Gibraltar and Vanuatu) as major maritime countries or areas. In the same period, three countries (Islamic Republic of Iran, Latvia and Spain) have left the list used in this report to update the basic wages. The number of countries and areas remains unchanged, at 53, of which 22 were both major suppliers of workers and major maritime nations, 19 were only major maritime nations and 12 were only major suppliers of seafarers (see table 1).

## 3. Changes in consumer prices

9. Column 1 of table 1 shows the changes that took place in consumer price indices (CPI) between 1 March 2006 and 1 January 2011, the period used in this report for adjustment purposes, and is based on figures available in the ILO database LABORSTA (at <http://laborsta.ilo.org>). As CPI figures for Liberia were not available, they were estimated from the price movements in other countries in the region.<sup>2</sup> 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 three years; for five countries<sup>3</sup> prices had to be estimated for a period longer than a year.

<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, 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 source was used for previous reports.

<sup>2</sup> The figures for Liberia were based on data for Burkina Faso, Cote d'Ivoire, Ghana, Guinea, Mali, Senegal and Sierra Leone.

<sup>3</sup> Bahamas, Marshall Islands, Russian Federation, Saint Vincent and the Grenadines and Viet Nam.

10. Prices increased in all the countries and areas concerned over the period of adjustment, with the exception of Japan. In most countries and areas the increase was over 10 per cent, with 21 countries showing increases of over 20 per cent. Only ten countries had increases of less than 10 per cent.

**Table 1. Changes in the purchasing power of the US dollar in selected countries and areas, 1 March 2006–1 January 2011 (2010 list of countries)**

Country or area	Currency	Consumer price index 1 January 2011 (base 1 March 2006=100)	Exchange rate:		Purchasing power equivalent on 1 January 2011 of US\$545 on 1 March 2006
			1 March 2006 (3-month average)	1 January 2011 (3-month average)	
		[1]	[2]	[3]	[4]
Antigua and Barbuda	East Caribbean dollar	110.7	2.70	2.70	603.16
Bahamas	Bahamian dollar	114.6	1.00	1.00	624.35
Belgium	Euro	109.8	0.84	0.75	672.31
Bermuda	US dollar	116.0	1.00	1.00	632.13
Brazil	Brazilian real	124.4	2.23	1.70	887.06
Bulgaria	Leva	128.8	1.64	1.46	786.61
Cambodia	Riels	139.6	4 089.33	4 126.82	753.85
Canada	Canadian dollar	108.2	1.15	1.02	667.10
Cayman Islands	Pound sterling	107.3	0.57	0.64	525.72
Chile	Chilean peso	118.7	518.92	484.40	692.85
China	Chinese yuan	114.7	8.06	6.66	755.99
Croatia	Kuna	112.8	6.16	5.50	688.52
Cyprus	Euro	113.7	0.82	0.75	680.97
Denmark	Danish krone	110.6	6.26	5.58	676.10
Egypt	Egyptian pound	176.6	5.73	5.77	954.56
France	Euro	107.7	0.84	0.75	659.16
Germany	Euro	107.9	0.84	0.75	660.51
Gibraltar	Pound sterling	116.1	0.57	0.64	568.90
Greece	Euro	119.3	0.84	0.75	729.96
Honduras	Honduran lempira	135.4	18.90	18.90	738.04
Hong Kong, China	Hong Kong dollar	112.6	7.76	7.76	613.28
India	Indian rupee	152.9	44.52	45.16	821.43
Indonesia	Indonesian rupiah	133.6	9 485.00	8 991.00	768.27
Isle of Man	Pound sterling	118.8	0.57	0.64	582.10
Italy	Euro	108.8	0.84	0.75	665.98
Japan	Japanese yen	99.0	117.31	82.06	771.47
Korea, Republic of	Korean won	116.3	982.37	1 143.70	544.37
Kuwait	Kuwaiti dinar	131.3	0.29	0.28	743.37
Liberia	Liberian dollar	140.6	56.92	71.56	609.56
Malaysia	Malaysian ringgit	111.6	3.75	3.12	731.55
Malta	Euro	112.8	0.84	0.75	689.14
Marshall Islands	US dollar	134.4	1.00	1.00	732.74

Country or area	Currency	Consumer price index 1 January 2011 (base 1 March 2006=100)	Exchange rate:		Purchasing power equivalent on 1 January 2011 of US\$545 on 1 March 2006
			1 March 2006 (3-month average)	1 January 2011 (3-month average)	
		[1]	[2]	[3]	[4]
Myanmar	Myanmar kyat	177.3	5.92	5.38	1 063.33
Netherlands	Euro	107.4	0.84	0.75	657.40
Norway	Norwegian krone	110.2	6.74	6.01	673.73
Pakistan	Pakistan rupee	182.0	59.87	85.78	692.45
Panama	Panamanian balboa	123.1	1.00	1.00	671.02
Philippines	Philippine peso	122.1	52.50	43.77	797.85
Poland	Polish zloty	115.9	3.20	2.99	675.05
Romania	Romanian leu	132.5	3.01	3.19	680.36
Russian Federation	Russian ruble	168.3	28.34	30.85	842.30
Singapore	Singapore dollar	113.1	1.64	1.30	775.36
Sri Lanka	Sri Lankan rupee	163.0	102.30	111.38	815.85
St Vincent and the Grenadines	East Caribbean dollar	126.2	2.70	2.70	688.02
Sweden	Swedish krona	107.7	7.85	6.84	673.63
Taiwan, China	Taiwan dollar	105.7	32.59	30.74	611.02
Thailand	Thai baht	111.3	39.78	30.10	802.14
Turkey	Turkish lira	146.8	1.33	1.49	710.87
Ukraine	Hryvnia	192.5	5.05	7.94	667.60
United Kingdom	Pound sterling	116.3	0.57	0.64	569.93
United States	US dollar	109.4	1.00	1.00	596.50
Vanuatu	Vatu	119.6	111.93	94.86	768.79
Viet Nam	Dong	163.3	15 916.00	19 367.74	731.41

Notes: CPI figures for Liberia were not available and were estimated from the price movements in Burkina Faso, Cote d'Ivoire, Ghana, Guinea, Mali, Senegal and Sierra Leone. As compared with previous reports, this report uses official CPI figures for Antigua and Barbuda, and the Marshall Islands (previous reports estimated them with prices of neighbouring countries). Price index data for Antigua and Barbuda, and the Cayman Islands relate to March 2006; data for Gibraltar relate to January 2006 and October 2010; data for the Marshall Islands and Vanuatu relate to November 2010.

Sources: Consumer price indices (CPI) were obtained from the ILO database on labour statistics, LABORSTA (<http://laborsta.ilo.org>). Exchange rates were obtained from the International Monetary Fund database ([www.imfstatistics.org/imf/](http://www.imfstatistics.org/imf/)), with the exception of Taiwan, China obtained from the Central Bank of the Republic of China (Taiwan, China) web site ([www.cbc.gov.tw/content.asp?CuItem=1878](http://www.cbc.gov.tw/content.asp?CuItem=1878)).

## 4. Changes in exchange rates

11. Columns 2 and 3 of table 1 present the exchange rates on 1 March 2006 and on 1 January 2011, using the average for the three months ending February 2006 and December 2010, respectively. Exchange rates were drawn from the *International Financial Statistics* web site of the International Monetary Fund (at [www.imfstatistics.org/imf/](http://www.imfstatistics.org/imf/)); the exchange rates for Taiwan, China, which do not appear in this web site, were drawn from the web site of the Central Bank of Taiwan ([www.cbc.gov.tw/content.asp?CuItem=1878](http://www.cbc.gov.tw/content.asp?CuItem=1878)). The data used are generally the end-of-month market or official exchange rates.

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**12.** In 28 of the 53 countries and areas listed in table 1, the local currency increased in value against the US dollar over the period (i.e. the US dollar became weaker). In eight cases 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 17 countries and areas, the local currency decreased in value against the US dollar between 1 March 2006 and 1 December 2011, with the US dollar increase exceeding 40 per cent in Pakistan and Ukraine.

## **5. Purchasing power of the US dollar on 1 January 2011 relative to that of 1 March 2006**

**13.** The last column of table 1 shows the number of US dollars needed in the 53 countries and areas on 1 January 2011 to make the same purchases as US\$545 on 1 March 2006. In each case the figure is obtained by converting US\$545 to the local currency as at 1 March 2006 (using the average exchange rate for December 2005–February 2006), adjusting for inflation between 1 March 2006 and 1 January 2011 (using the relative change in the CPI between February 2006 and December 2010), and then reconvertng the figure obtained to 1 January 2010 US dollars (using the average exchange rate for October–December 2010).

**14.** Taking China as an example:

1. Converting the US\$545 into local currency (yuan) on 1 March 2006:

$$\begin{aligned} &= \text{US\$}545 \times 6.84 \text{ yuan per US\$} && \text{(where 6.84 is the three-month average exchange rate for December 2005–February 2006)} \\ &= 3,727.8 \text{ yuan} \end{aligned}$$

2. Adjusting this value for inflation between 1 March 2006 and 1 January 2011:

$$\begin{aligned} &= 3,727.8 \text{ yuan} \times 104.5/100 && \text{(where 104.5 is the percentage increase in prices during the year)} \\ &= 3,895.55 \text{ yuan} \end{aligned}$$

3. Reconvertng to US dollars at the 1 January 2011 rate:

$$\begin{aligned} &= 3,895.55 \text{ yuan}/6.69 \text{ yuan per US\$} && \text{(where 6.69 is the three-month average exchange rate for October–December 2010)} \\ &= \text{US\$}582.29^4 \end{aligned}$$

**15.** In each country and area considered, the combined effect of changing exchange rates and prices on purchasing power on 1 January 2011, in relation to that of US\$545 on 1 March 2006, depends on the relative size of these two factors. In all countries, more dollars were needed on 1 January 2011 to maintain the purchasing power of 1 March 2006. However, exchange rates increased or declined during the period in different countries, reducing or increasing, respectively, the effect of inflation in these countries. For example, in the 28 countries and areas where the local currency increased in value against the US dollar, the effect of price increases was accentuated, resulting in the largest increases in US dollars required on 1 January 2011 for the equivalent purchasing power of 1 March 2006. In the eight countries where there was no change in the exchange rate, the increase in US dollars required on 1 January 2011 was due only to the increases in prices during the period. Of the 17 countries where the local currency decreased in value, the effect of the increases in prices was reduced, resulting in smaller increases in US dollars required on 1 January 2011.

<sup>4</sup> The small difference between this figure and that shown in table 1 is due to rounding.

## 6. Change in the purchasing power of US\$545 between 1 March 2006 and 1 January 2011 in selected countries and areas

16. 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, 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 containing the value of 43.5, corresponds to that of Malta (US\$689.14), pointing to an overall increase of 27 per cent over the median of US\$543.49 reported in 2006.
17. This figure is lower than the one reached at the February 2009 meeting (of US\$713), although it uses the same base (of US\$545). This is because from February 2009 to December 2010, the US dollar regained some of its losses against the local currency of some of the selected countries, reducing the effect of increases needed to achieve the same purchasing power as on 1 March 2006.

**Table 2. Countries and areas arranged in ascending order of purchasing power, with corresponding weights (2010 list of countries)**

Country or area	Number of US\$ on 1 January 2011 with the same purchasing power as US\$545 on 1 March 2006	Weighting	Cumulative weighting
Cayman Islands	525.72	1	1
Korea, Republic of	544.37	2	3
Gibraltar	568.90	1	4
United Kingdom	569.93	2	6
Isle of Man	582.10	1	7
United States	596.50	2	9
Antigua and Barbuda	603.16	1	10
Liberia	609.56	1	11
Taiwan, China	611.02	1	12
Hong Kong, China	613.28	1	13
Bahamas	624.35	1	14
Bermuda	632.13	1	15
Netherlands	657.40	1	16
France	659.16	2	18
Germany	660.51	2	20
Italy	665.98	2	22
Canada	667.10	2	24
Ukraine	667.60	2	26
Panama	671.02	2	28
Belgium	672.31	1	29
Sweden	673.63	2	31
Norway	673.73	2	33
Poland	675.05	2	35

Country or area	Number of US\$ on 1 January 2011 with the same purchasing power as US\$545 on 1 March 2006	Weighting	Cumulative weighting
Denmark	676.10	1	36
Romania	680.36	2	38
Cyprus	680.97	1	39
St Vincent and the Grenadines	688.02	1	40
Croatia	688.52	2	42
<b>Malta</b>	<b>689.14</b>	<b>1</b>	<b>43</b>
<b>Pakistan</b>	<b>692.45</b>	<b>2</b>	<b>45</b>
Chile	692.85	2	47
Turkey	710.87	2	49
Greece	729.96	2	51
Viet Nam	731.41	2	53
Malaysia	731.55	2	55
Marshall Islands	732.74	1	56
Honduras	738.04	2	58
Kuwait	743.37	1	59
Cambodia	753.85	2	61
China	755.99	2	63
Indonesia	768.27	2	65
Vanuatu	768.79	1	66
Japan	771.47	2	68
Singapore	775.36	1	69
Bulgaria	786.61	2	71
Philippines	797.85	2	73
Thailand	802.14	2	75
Sri Lanka	815.85	2	77
India	821.43	2	79
Russian Federation	842.30	2	81
Brazil	887.06	2	83
Egypt	954.56	2	85
Myanmar	1063.33	2	87
<b>Median</b>	<b>689.14</b>	<b>87</b>	<b>43.5</b>

- 18.** On each occasion the Employer and Worker members of the Joint Maritime Commission have, after deliberation, agreed on a different figure from the median. Table 3 provides details of these differences since 1970.

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**Table 3. Revision of the minimum wage from 1970 to 2009**

Year	Median derived from the formula (US\$)	Basic wage set by JMC (US\$)	Change in JMC figure as percentage of the 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	515, 530 and 545 <sup>2</sup>	0
2009	713.74	No agreement	

<sup>1</sup> See paragraph 3 of the resolution adopted at the 29th Session of the JMC in January 2001. <sup>2</sup> 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.

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## Appendix I

### **Resolution concerning the ILO minimum basic wage for the able seafarer, adopted by the Subcommittee on Wages of Seafarers of the Joint Maritime Commission (February 2006)**

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

Having met in Geneva from 24 to 25 February 2006,

Having considered the report prepared by the International Labour Office on the updating of the minimum basic wage for an able seafarer,

Having noted that the Subcommittee on Wages of Seafarers at its meeting on 5 to 8 July 2003 agreed the minimum basic wage figure of US\$500 as of 1 January 2005, and a subsequent meeting in July 2003 in London considered the Joint ISF/ITF interpretation of the ILO Minimum Wage,

Recalling the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation 1996 (No. 187), referred to below as the Recommendation, and Guideline B2.2 of the Maritime Labour Convention, 2006:

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 basic wage.
2. Recalls that the main aim of the minimum basic wage for the able seafarer is to provide an international safety net for the protection of, and to contribute to, decent work for seafarers.
3. Notes that the Recommendation states that the number of normal hours per week covered by the minimum basic wage should not exceed 48 hours per week.
4. Notes 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.
5. Believes that a review of the formula should be conducted expeditiously, which should aim to be concluded before the next scheduled biennial meeting of the Subcommittee on Wages of Seafarers in order to confirm the most appropriate formula.
6. Notes that the current mechanism, including the formula, needs to be maintained until such time as an alternative is agreed.
7. Decides, regarding Paragraph 10 of the Recommendation, to update the current ILO minimum basic wage for a seafarer of US\$500 to US\$515 as of 1 January 2007, US\$530 as of 1 January 2008 and US\$545 as of 31 December 2008.
8. Agrees that the amount of US\$545 should be used as the basis for recalculation purposes.
9. Recalls the relevant provisions of Guidelines B2.2.3 and B2.2.4 of the Maritime Labour Convention, 2006.
10. Suggests that the next Office report continues to provide preliminary data on all factors measured in the calculation, but the Office shall not propose a revised amount until all updated data are made available to, and discussed by, the Subcommittee on Wages of Seafarers.
11. Invites the Governing Body to convene a meeting of the Subcommittee within two years' time 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 US 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, 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 the 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, Republic 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 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);
- (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 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

### Major maritime countries and areas (with more than 2 million gross tons in 2009) and major suppliers of seafarers (with more than 10,000 seafarers in 2010)

	Number of seafarers, 2010	Millions of gross tons, 2009	Weights
Antigua and Barbuda	–	9 992 950	1
Bahamas	–	48 119 081	1
Belgium	–	4 301 049	1
Bermuda (UK)	–	9 705 967	1
Brazil	10 601	2 377 821	2
Bulgaria	33 269	–	2
Cambodia	20 057	–	2
Canada	17 103	2 992 822	2
Cayman Islands (UK)	–	2 912 275	1
Chile	15 107	–	2
China	141 807	30 077 129	2
Croatia	18 658	–	2
Cyprus	–	20 168 906	1
Denmark	–	11 056 976	1
Egypt	12 970	–	2
France	13 696	6 839 498	2
Germany	10 253	15 157 075	2
Gibraltar	–	2 026 782	1
Greece	12 963	38 910 582	2
Honduras	19 580	–	2
Hong Kong, China	–	45 338 273	1
India	62 673	9 026 941	2
Indonesia	77 727	8 093 055	2
Isle of Man (UK)	–	10 193 742	1
Italy	20 950	15 530 633	2
Japan	28 605	14 725 189	2
Korea, Republic of	12 778	12 892 535	2
Kuwait	–	2 369 282	1
Liberia	–	91 695 845	1
Malaysia	35 000	7 717 785	2
Malta	–	35 036 988	1

	Number of seafarers, 2010	Millions of gross tons, 2009	Weights
Marshall Islands	–	49 088 266	1
Myanmar	31 095	–	2
Netherlands	–	6 966 212	1
Norway	23 382	16 614 306	2
Pakistan	12 168	–	2
Panama	12 390	190 663 127	2
Philippines	81 180	5 219 251	2
Poland	22 669	–	2
Romania	24 343	–	2
Russian Federation	65 000	7 649 962	2
Singapore	–	41 046 576	1
Sri Lanka	21 793	–	2
St Vincent and the Grenadines	–	5 152 120	1
Sweden	10 923	4 044 949	2
Taiwan, China	–	2 635 992	1
Thailand	11 125	2 526 124	2
Turkey	87 743	5 450 515	2
Ukraine	38 172	–	2
United Kingdom	23 193	16 958 032	2
United States	38 454	12 017 750	2
Vanuatu	–	2 144 640	1
Viet Nam	22 176	3 451 066	2
<b>Total</b>	<b>964 439</b>	<b>828 888 069</b>	<b>87</b>
World totals	1 316 604	882 634 804	
<i>Percentage</i>	73.3	93.9	

Note: Denmark, France and Norway: tonnage includes international registry; countries receive a weight value of two if they are a major supplier of seafarers, and one otherwise.