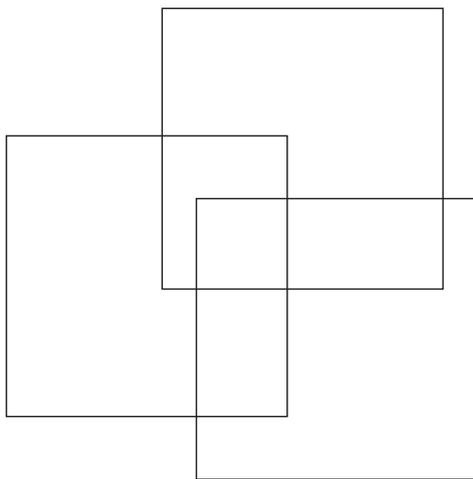




## Subcommittee on Wages of Seafarers of the Joint Maritime Commission

**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, as amended, Guideline  
B2.2.4 – Minimum monthly basic pay or wage figure for able seafarers  
(Geneva, 20–21 June 2018)**





**SWJMC/2018**

INTERNATIONAL LABOUR ORGANIZATION

**Sectoral Policies Department**

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Geneva, 2018

INTERNATIONAL LABOUR OFFICE, GENEVA

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## 1. Introduction

1. The Governing Body of the International Labour Office, at its 329th Session (March 2017), decided to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in 2018 to update the ILO minimum basic wage of able seafarers.<sup>1,2</sup> At its 331st Session (October 2017), it decided that this meeting would be held in Geneva from 20 to 21 June 2018.<sup>3,4</sup>
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), revised 37 existing maritime labour Conventions and replaced 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No. 187, containing the provisions concerning the minimum monthly basic pay or wage figure for able seafarers, have been replaced by Guideline B2.2.1(a) and Guideline B2.2.4 of the MLC, 2006 (see Appendix II).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. Following the entry into force of the first (2014) amendments to the Convention, it is now referred to as the "Maritime Labour Convention, 2006, as amended".
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 US 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).

<sup>1</sup> [GB.329/POL/4](#), para. 28.

<sup>2</sup> [Minutes of the 329th Session of the Governing Body of the International Labour Office](#), para. 512.

<sup>3</sup> [GB.331/POL/3](#), para. 21.

<sup>4</sup> [Minutes of the 331st Session of the Governing Body of the International Labour Office](#), para. 529.

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5. At its most recent meeting (Geneva, 6–7 April 2016), the Subcommittee on Wages of Seafarers of the Joint Maritime Commission adopted a resolution concerning the ILO minimum monthly basic pay or wage figure for able seafarers (see Appendix IV for the full text of the resolution) whereby, inter alia, it:
    - affirmed 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;
    - noted that there was no agreement to increase the ILO minimum monthly basic wage figure for an able seafarer and that the current figure of US\$614 will prevail;
    - agreed that the figure of US\$614 as of 1 January 2017 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 2018 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2019, 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 2017 to 20 June 2018. 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 2017 to 1 January 2018. At its meeting in June 2018, 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 2017*, which shows that, in 2017, 45 countries and areas had over 2 million gross tons of shipping (see Appendix V) and accounted for 95.91 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 *BIMCO/ICS Manpower Report 2015*<sup>5</sup> which provides a comprehensive update on the worldwide demand for, and supply of, qualified seafarers. The figures for 2015 show that

<sup>5</sup> 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.

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 2016, which identified 45 countries and areas one new country (Belize) has emerged as a major maritime country, while two countries (Luxembourg and Vanuatu) have left the list. The list comprises 55 countries and areas, of which 18 are both major suppliers of seafarers and major maritime nations, 28 are only major maritime nations and nine 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 2017 and 1 December 2017, the period used in this report for adjustment.
12. With the exception of five countries (Antigua and Barbuda, Cyprus, Gibraltar, Marshall Islands and Romania), prices increased in all countries and areas concerned over the period of adjustment. In 34 countries and areas the increase of CPI was less than 5 per cent, while the inflation exceeded more than 10 per cent in two countries, namely Turkey and Ukraine.

**Table 1. Changes in the purchasing power of the US dollar in selected countries and areas, 1 January 2017 to 1 December 2017**

Country or area	Currency	Consumer Price Index 1 December 2017 (base 1 January 2017 = 100)	Exchange rate		Purchasing power equivalent on 1 December 2017 of US\$614 on 1 January 2017
			1 January 2017 (3-month average)	1 December 2017 (3-month average)	
		[1]	[2]	[3]	[4]
Antigua and Barbuda	Eastern Caribbean dollar	99.772	2.700	2.700	612.603
Bahamas	Bahamian dollar	100.274	1.000	1.000	615.685
Belgium	Euro	101.937	0.933	0.850	687.191
Belize	Belize dollar	100.879	2.000	2.000	619.399
Bermuda (UK)	Bermudian dollar	101.911	1.000	1.000	625.732
Brazil	Brazilian real	102.494	3.280	3.235	638.088
Bulgaria	Leva	102.377	1.830	1.663	691.888
Cambodia	Riels	101.591	4046.000	4055.167	622.357
Canada	Canadian dollar	102.255	1.340	1.274	660.631
Cayman Islands (UK)	Cayman Islands dollar	101.055	0.800	0.800	620.476
Chile	Chilean peso	102.120	664.807	638.583	652.763
China, People's Republic of	Chinese yuan	101.360	6.870	6.628	645.075
Croatia	Kuna	101.608	7.047	6.390	687.942
Cyprus	Euro	99.734	0.945	0.850	680.742
Denmark	Danish krone	101.301	6.950	6.326	683.335
France	Euro	100.908	0.945	0.850	688.758
Germany	Euro	101.010	0.945	0.850	689.456
Gibraltar	Pound sterling	99.728	0.810	0.749	662.071
Greece	Euro	100.128	0.945	0.850	683.432
Hong Kong, China	Hong Kong dollar	101.159	7.757	7.807	617.109

Country or area	Currency	Consumer Price Index 1 December 2017 (base 1 January 2017 = 100)	Exchange rate		Purchasing power equivalent on 1 December 2017 of US\$614 on 1 January 2017
			1 January 2017 (3-month average)	1 December 2017 (3-month average)	
		[1]	[2]	[3]	[4]
India	Indian rupee	105.523	67.780	64.854	677.141
Indonesia	Indonesian rupiah	102.873	13350.000	13526.000	623.419
Iran, Islamic Republic of	Iranian rials	107.793	32081.667	34674.667	612.356
Isle of Man (UK)	Pound sterling	102.734	0.810	0.749	682.021
Italy	Euro	100.500	0.945	0.850	685.975
Japan	Japanese yen	100.803	111.330	112.603	611.930
Korea, Republic of	Korean won	101.144	1173.800	1118.000	652.017
Kuwait	Kuwaiti dinar	100.103	0.303	0.302	617.105
Liberia	Liberian dollar	108.136	100.500	120.873	552.045
Malaysia	Malaysian ringgit	103.354	4.387	4.182	665.703
Malta	Euro	100.625	0.945	0.850	686.825
Marshall Islands	US dollar	99.726	1.000	1.000	612.317
Myanmar	Myanmar kyat	103.863	1321.000	1394.451	604.128
Netherlands	Euro	101.279	0.945	0.850	691.294
Norway	Norwegian krone	101.632	8.450	8.150	646.990
Pakistan	Pakistan rupee	104.676	104.833	105.441	639.007
Panama	Panamanian balboa	100.290	1.000	1.000	615.782
Philippines	Philippine peso	102.897	49.370	51.079	610.652
Poland	Polish zloty	101.800	4.100	3.620	707.989
Portugal	Euro	101.511	0.945	0.850	692.876
Romania	Romanian leu	98.981	4.223	3.923	654.229
Russian Federation	Russian ruble	102.116	62.833	58.073	678.388
Saudi Arabia	Saudi arabian riyal	100.599	3.750	3.750	617.677
Singapore	Singapore dollar	100.430	1.423	1.356	647.497
Spain	Euro	104.103	0.945	0.850	710.565
Sri Lanka	Sri Lankan rupee	107.046	148.287	153.485	635.006
St. Vincent and the Grenadines	Eastern Caribbean dollar	102.544	2.700	2.700	629.618
Sweden	Swedish krona	101.363	9.080	8.305	680.416
Taiwan, China	Taiwan dollar	101.365	31.917	30.162	658.598
Thailand	Tai baht	100.858	35.487	33.071	664.496
Turkey	Turkish lira	111.157	3.347	3.761	607.328
Ukraine	Hryvnias	112.564	26.097	26.788	673.304
United Kingdom	Pound sterling	102.647	0.810	0.749	681.447
United States	US dollar	102.170	1.000	1.000	627.321
Vietnam	Dong	102.391	22105.333	22458.000	618.809

Notes: Price index data for the Marshall Islands for 2009 onwards were estimated with prices of Fiji and Guam. Price index data for Gibraltar relate to October 2016 and 2017, for Marshall Islands relate to November 2016.

Country or area	Currency	Consumer Price Index 1 December 2017 (base 1 January 2017 = 100)	Exchange rate		Purchasing power equivalent on 1 December 2017 of US\$614 on 1 January 2017
			1 January 2017 (3-month average)	1 December 2017 (3-month average)	
		[1]	[2]	[3]	[4]

Sources: Some data for CPIs were obtained from the ILO database on labour statistics, LABORSTA (<http://laborsta.ilo.org>); and some of them were obtained from the International Monetary Fund (IMF) database. Exchange rates were obtained from the IMF database (<http://elibrary-data.imf.org/>), with the exception of Taiwan, China obtained from the Central Bank of the Republic of China (Taiwan, China) website (<http://www.cbc.gov.tw/content.asp?Cultem=1878>).

## 4. Changes in exchange rates

13. Columns [2] and [3] of table 1 show the exchange rates on 1 January 2017 and 1 December 2017, using the average for the three months ending December 2016 and November 2017, respectively.
14. In 13 of the 55 countries and areas listed in table 1, the local currency depreciated against the US dollar between 1 January 2017 and 1 November 2017. 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 32 countries, the local currency appreciated against the US dollar during the same period.

## 5. Purchasing power of the US dollar on 1 December 2017 relative to that on 1 January 2017

15. The last column of table 1 shows the number of US dollars needed in the 55 countries and areas on 1 December 2017 to make the same purchases as US\$614 on 1 January 2017. In each case, the figure is obtained by converting US\$614 to the local currency as at 1 January 2017 (using the average exchange rate for October–December 2016), adjusting for inflation between 1 January 2017 and 1 December 2017 (using the relative change in the CPI between January 2017 and December 2017), then reconvert the figure obtained to US dollars at the December 2017 rate (using the average exchange rate for September–November 2017).
16. Taking France as an example:

1. Converting US\$614 into the local currency (euro (€)) on 1 January 2017:
 
$$= \text{US\$614} \times 0.945^6 \text{ (where 0.945 is the three-month average exchange rate for October–December 2016)}$$

$$= \text{€580.230}$$
2. Adjusting this value for inflation between January 2017 and December 2017:
 
$$= (\text{€580.230} \times 100.908)/100 \text{ (where 100.908 is the percentage increase in prices during the year)}$$

$$= \text{€585.498}$$

<sup>6</sup> Figures in this example are rounded to three decimal places.

3. Reverting to US dollars at the 1 December 2017 rate:

= €585.498/0.850 (where 0.850 is the three-month average exchange rate for September–November 2017)

= US\$688.758.

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 2017 in relation to that of US\$614 on 1 January 2017 – varied according to the relative size of both factors. In the majority of countries and areas, more US dollars were needed on 1 December 2017 to maintain the equivalent purchasing power of 1 January 2017. More US dollars were needed in 47 countries and areas and fewer US dollars were needed in eight countries and areas (Antigua and Barbuda, Islamic Republic of Iran, Japan, Liberia, Marshall Islands, Myanmar, Philippines and Turkey) in order to maintain purchasing power. In two countries of those 47, more than US\$710 were needed.

## 6. Change in the purchasing power of US\$614 between 1 January 2017 and 1 December 2017 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 41.5 corresponds to the average figures for Norway (US\$646.99) and Singapore (US\$647.50), which is **US\$647.24**.

19. There was no significant increase in general price levels with a few exceptions. The increase in the median figure for the new base is mainly due to depreciation of the US dollar against the local currencies.

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

Country or area	Number of US\$ on 1 December 2017 with the same purchasing power as US\$614 on 1 January 2017	Weighting	Cumulative weighting
Liberia	552.05	1	1
Myanmar	604.13	2	3
Turkey	607.33	2	5
Philippines	610.65	2	7
Japan	611.93	2	9
Marshall Islands	612.32	1	10
Iran, Islamic Republic of	612.36	2	12
Antigua and Barbuda	612.60	1	13
Bahamas	615.69	1	14
Panama	615.78	2	16
Kuwait	617.11	1	17
Hong Kong, China	617.11	1	18

Country or area	Number of US\$ on 1 December 2017 with the same purchasing power as US\$614 on 1 January 2017	Weighting	Cumulative weighting
Saudi Arabia	617.68	1	19
Viet Nam	618.81	2	21
Belize	619.40	1	22
Cayman Islands (UK)	620.48	1	23
Cambodia	622.36	2	25
Indonesia	623.42	2	27
Bermuda (UK)	625.73	1	28
United States	627.32	2	30
St. Vincent and the Grenadines	629.62	1	31
Sri Lanka	635.01	2	33
Brazil	638.09	2	35
Pakistan	639.01	2	37
China, People's Republic of	645.08	2	39
<b>Norway</b>	<b>646.99</b>	<b>2</b>	<b>41</b>
<b>Singapore</b>	<b>647.50</b>	<b>1</b>	<b>42</b>
Korea, Republic of	652.02	2	44
Chile	652.76	2	46
Romania	654.23	2	48
Taiwan, China	658.60	1	49
Canada	660.63	1	50
Gibraltar	662.07	1	51
Thailand	664.50	2	53
Malaysia	665.70	2	55
Ukraine	673.30	2	57
India	677.14	2	59
Russian Federation	678.39	2	61
Sweden	680.42	1	62
Cyprus	680.74	1	63
United Kingdom	681.45	2	65
Isle of Man (UK)	682.02	1	66
Denmark	683.33	1	67
Greece	683.43	1	68
Italy	685.98	2	70
Malta	686.83	1	71
Belgium	687.19	1	72
Croatia	687.94	2	74
France	688.76	1	75
Germany	689.46	1	76
Netherlands	691.29	1	77
Bulgaria	691.89	2	79

Country or area	Number of US\$ on 1 December 2017 with the same purchasing power as US\$614 on 1 January 2017	Weighting	Cumulative weighting
Portugal	692.88	1	80
Poland	707.99	2	82
Spain	710.56	1	83
<b>Median</b>	<b>647.24</b>	<b>41.5</b>	<b>83</b>

20. Whenever the wage figure has been updated, the Shipowner and Seafarer members of the JMC have, after deliberation, agreed on a different figure from the median. Table 3 illustrates the differences between the figures, from 1970 to 2018.

**Table 3. Revision of the minimum wage, 1970–2018**

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	614*****	13.88
2018	647.24		

Notes:

\* See paragraph 3 of the resolution adopted by the 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.

\*\*\*\*\* The JMC wages subcommittee noted in that 2016 there was no agreement to increase the ILO minimum monthly wage figure for an able seafarer and that the current figure of US\$614 would prevail.

---

## 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.

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## 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.

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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 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	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;

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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.

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## 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 6 to 7 April 2016,

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 February 2014, agreed the minimum monthly basic wage figure of US\$592 as of 1 January 2015 and US\$614 as of 1 January 2016,

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. 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;
2. Notes that there was no agreement to increase the ILO minimum monthly basic wage figure for an able seafarer and that the current figure of US\$614 will prevail;
3. Agrees that the figure of US\$614 as of 1 January 2017 should be used as the basis for recalculation purposes;
4. Acknowledges that the agreed minimum monthly basic wage figure in no way prejudices collective bargaining or the adoption of higher levels in other international wage-setting mechanisms; and
5. Invites the Governing Body to convene a meeting of the Subcommittee in the first half of 2018 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2019 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 2017) and major suppliers of seafarers (with more than 10,000 seafarers in 2015)

Country or area	Number of seafarers, 2015	Gross tons of shipping, 2017	Weighting
Antigua and Barbuda	–	7 480 803	1
Bahamas	–	59 182 139	1
Belgium	–	4 993 800	1
Belize	–	2 036 873	1
Bermuda (UK)	–	10 862 987	1
Brazil	28 746	3 166 170	2
Bulgaria	33 269	–	2
Cambodia	20 057	–	2
Canada	–	2 908 551	1
Cayman Islands (UK)	–	3 985 827	1
Chile	11 911	–	2
China	243 635	45 416 722	2
Taiwan, China	–	3 669 895	1
Croatia	27 246	–	2
Cyprus	–	21 724 652	1
Denmark	–	15 482 336	1
France	–	6 323 079	1
Germany	–	9 618 863	1
Gibraltar	–	2 519 736	1
Greece	–	40 868 971	1
Hong Kong, China	–	107 076 112	1
India	86 084	10 635 701	2
Indonesia	143 702	14 948 699	2
Iran, Islamic Republic of	17 654	4 354 817	2
Isle of Man (UK)	–	15 514 112	1
Italy	34 486	16 133 555	2
Japan	25 458	24 579 000	2
Korea, Republic of	28 168	11 083 043	2
Kuwait	–	2 812 824	1
Liberia	–	138 735 562	1
Malaysia	35 000	7 406 626	2
Malta	–	67 315 297	1
Marshall Islands	–	132 877 581	1
Myanmar	26 041	–	2
Netherlands	–	7 024 393	1

Country or area	Number of seafarers, 2015	Gross tons of shipping, 2017	Weighting
Norway	33 701	17 387 174	2
Pakistan	12 168	–	2
Panama	25 141	220 827 125	2
Philippines	215 500	4 633 472	2
Poland	32 189	–	2
Portugal	–	12 163 926	1
Romania	16 000	–	2
Russian Federation	97 061	8 887 014	2
Saudi Arabia	–	3 240 300	1
Singapore	–	82 435 023	1
Spain	–	2 718 893	1
Sri Lanka	21 793	–	2
Saint Vincent and the Grenadines	–	2 257 301	1
Sweden	–	2 269 908	1
Thailand	12 454	3 380 589	2
Turkey	38 985	5 793 699	2
Ukraine	69 000	–	2
United Kingdom	14 780	14 757 642	2
United States	33 218	11 474 034	2
Viet Nam	32 445	4 571 540	2
<b>Total</b>	<b>1 415 892</b>	<b>1 197 536 366</b>	
World totals	1 647 494	1 248 583 186	
<i>Percentage</i>	<i>85.94</i>	<i>95.91</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.