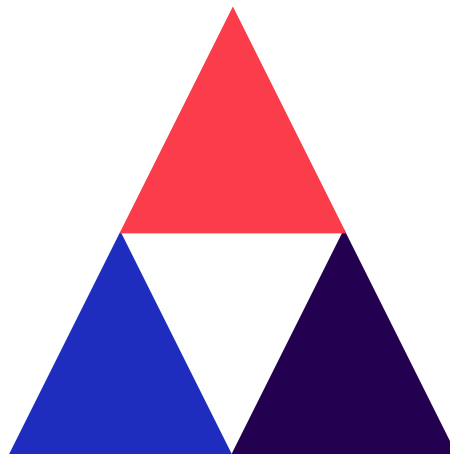




► Subcommittee on Wages of Seafarers of the Joint Maritime Commission

Updating of the minimum monthly basic pay or wage figure for able seafarers:
Maritime Labour Convention, 2006, as amended, Guideline B2.2.4 – Minimum
monthly basic pay or wage figure for able seafarers
(Geneva, 16–17 May 2022)



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► 1. Introduction

1. The Governing Body of the International Labour Office decided, at its 343rd Session (November 2021), to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in Geneva from 16 to 17 May 2022 to update the ILO minimum basic wage of able seafarers.¹
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 were incorporated into Guideline B2.2 of the MLC, 2006. 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, were replaced by Guideline B2.2.1(a) and Guideline B2.2.4 of the MLC, 2006 (see Appendix II). No substantive changes were 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, on which date the provisions concerning wages therefore became applicable. Consequently, any reference to the minimum wage figure relates to the applicable provisions of the MLC, 2006. As a result of the entry into force of the first amendments to the Convention, it is now referred to as the "Maritime Labour Convention, 2006, as amended".
4. Furthermore, at its 334th Session (October–November 2018), the Governing Body considered placing on the agenda of the 109th Session of the International Labour Conference the question of the abrogation of 8 Conventions and the withdrawal of 9 Conventions and 11 Recommendations.² Recommendation No. 187 was among those proposed for withdrawal. The decision of the Governing Body was based on the recommendations formulated at the third meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended, held from 23 to 27 April 2018.³ The International Labour Conference subsequently withdrew Recommendation No. 187 at its 109th Session (2021).⁴ The Office therefore recommends that, in any resolution arising from the present session of the Subcommittee, there should be no reference to Recommendation No. 187 and that there should instead only be a

¹ GB.343/INS/15; GB.343/INS/PV, para. 400.

² GB.334/LILS/2(Rev.); GB.334/LILS/PV, para. 38(c).

³ At its 326th Session (March 2016), the Governing Body referred the maritime instruments to the Special Tripartite Committee established under Article XIII of the MLC, 2006, for its expert review and to report to the Governing Body (see GB.326/LILS/3/2 and GB.326/PV, para. 514(c)).

⁴ ILC.109/Instruments.

reference to the MLC, 2006. This change is also reflected in the title of the present document.

5. 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 a 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 1 for countries and areas with fewer than 10,000 seafarers and of 2 for those with 10,000 or more (see Appendix III for the full text of the resolution).
6. At its most recent meeting (26–27 April and 8 September 2021), 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, among other actions, it:
 - affirmed that the current mechanism, including the formula, as provided for in the resolution concerning the ILO minimum wage for able seamen, adopted by the Joint Maritime Commission at its 26th Session, needs to be maintained until such time as an alternative is agreed, but agreed that a review of the formula should now be carried out;
 - agreed to an interim adjustment to be made to update the current ILO minimum basic wage for an Able Seafarer to US\$648 as of 1 July 2022;
 - agreed that the figure of US\$661 as of 1 March 2021 should be used as the basis for recalculation purposes and for discussion at the next meeting of the Subcommittee;
 - acknowledged 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
 - invited the Governing Body to convene a meeting of the Subcommittee in the first half of 2022 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2023, and every two years thereafter, and to request the Subcommittee to report directly to the Governing Body.
7. According to the current methodology for calculating the basic pay for able seafarers, the period of measurement of the change in consumer prices should be the full period of time between adjustments, namely, from 1 March 2021 to 16 May 2022. At the time of writing, 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 2021 to 1 November 2021. At the meeting of the Subcommittee of the Joint Maritime Commission in May 2022, the Office will, upon request, be able to provide updated information on price indices and exchange rates.

► 2. Representative list of countries and areas

8. Since the Subcommittee's 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 and areas (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 the requirements.
9. The most up-to-date information on the gross tonnage of the world's merchant fleet can be found in table 1A of the IHS Maritime and Trade report *World Fleet Statistics 2020*, which shows that, in 2020, 44 countries and areas had over 2 million gross tons of shipping (see Appendix V) and that they accounted for 95.7 per cent of the world's total tonnage.
10. The most up-to-date information on major suppliers of seafarers is for 2021 and is included in the *BIMCO/ICS Seafarer Workforce Report*,⁵ which provides a comprehensive update on the worldwide demand for, and supply of, qualified seafarers. The figures for 2021 show that 37 countries and areas supplied at least 10,000 seafarers, together accounting for 87.0 per cent of the world's total supply of seafarers (see Appendix V).
11. Since the previous meeting of the Subcommittee in 2021, which identified 43 countries and areas that have over 2 million gross tons of shipping, one country (Bangladesh) has been added. The overall list of major suppliers of seafarers and major maritime nations now comprises 55 countries and areas, of which 26 are both major suppliers of seafarers and major maritime nations with over 2 million gross tons of shipping, 18 are only major maritime nations and 11 are only major suppliers of seafarers.

► 3. Changes in consumer prices

12. Table 1 below shows the changes in purchasing power of the US dollar between 1 March 2021 and 1 November 2021, the period used in this report for adjustment, and column [1] shows the changes in consumer price indices for the period. For a number of countries, price indices for the last months of the period had to be estimated, using the geometrical mean of the monthly changes in price indices observed during a 13-month period starting two years before the month with missing information.
13. With the exception of China, prices increased in all countries and areas concerned over the period of adjustment. In 52 countries and areas, the increase was less than 10 per cent (among those, 13 countries experienced inflation of over 5 per cent). Turkey experienced inflation of over 10 per cent, and inflation exceeded 20 per cent in the Islamic Republic of Iran.

⁵ The *BIMCO/ICS Seafarer Workforce Report*, issued by the Baltic and 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.

► **Table 1. Changes in the purchasing power of the US dollar in selected countries and areas, 1 March 2021 to 1 November 2021**

Country or area	Currency	Consumer price index on 1 Nov. 2021 (1 Mar. 2021 = 100)	Exchange rate		Purchasing power equivalent on 1 Nov. 2021 of US\$661 on 1 Mar. 2021
			1 Mar. 2021 (3-month average)	1 Nov. 2021 (3-month average)	
		[1]	[2]	[3]	[4]
Antigua and Barbuda	East Caribbean dollar	100.222	2.700	2.700	662.466
Bahamas	Bahamian dollar	101.275	1.000	1.000	669.427
Bangladesh	Taka	105.654	84.800	85.458	692.995
Belgium	Euro	103.620	0.821	0.856	657.331
Belize	Belize dollar	103.135	2.000	2.000	681.722
Bermuda (UK)	Bermudian dollar	101.317	1.000	1.000	669.706
Brazil	Real	107.045	5.400	5.408	706.566
Bulgaria	Lev	104.520	1.606	1.674	663.056
Cambodia	Riel	103.578	4 082.667	4 117.500	678.860
Canada	Canadian dollar	103.600	1.277	1.258	695.299
Cayman Islands (UK)	Cayman Islands dollar	106.981	0.833	0.833	707.144
China	Yuan	99.803	6.488	6.438	664.783
Hong Kong (China)	Hong Kong dollar	100.592	7.754	7.784	662.405
Taiwan (China)	New Taiwan dollar	101.863	28.440	27.854	687.491
Croatia	Kuna	104.191	6.210	6.404	667.746
Cyprus	Euro	102.749	0.821	0.856	651.801
Denmark	Danish krone	102.495	6.107	6.365	650.058
Finland	Euro	102.361	0.821	0.856	649.342
France	Euro	102.026	0.821	0.856	647.219
Germany	Euro	103.458	0.821	0.856	656.301
Greece	Euro	105.095	0.821	0.856	666.685
India	Indian rupee	104.761	73.015	74.065	682.658
Indonesia	Indonesian rupiah	100.566	14 139.337	14 293.337	657.577

Country or area	Currency	Consumer price index on 1 Nov. 2021 (1 Mar. 2021 = 100)	Exchange rate		Purchasing power equivalent on 1 Nov. 2021 of US\$661 on 1 Mar. 2021
			1 Mar. 2021 (3-month average)	1 Nov. 2021 (3-month average)	
		[1]	[2]	[3]	[4]
Iran, Islamic Republic of	Iranian rial	122.140	42 000.000	42 000.000	807.347
Isle of Man (UK)	Manx pound	103.409	0.731	0.732	682.347
Italy	Euro	102.128	0.821	0.856	647.862
Japan	Yen	100.100	104.780	111.810	620.061
Kuwait	Kuwaiti dinar	102.007	0.303	0.301	677.434
Liberia	Liberian dollar	101.783	169.455	165.150	690.321
Malaysia	Ringgit	100.980	4.039	4.167	646.945
Malta	Euro	106.092	0.821	0.856	673.013
Marshall Islands	US dollar	100.456	1.000	1.000	664.014
Myanmar	Kyat	106.865	1 366.300	1 793.867	538.013
Netherlands	Euro	103.325	0.821	0.856	655.458
Nigeria	Naira	107.955	381.000	410.813	661.798
Norway	Norwegian krone	102.002	8.543	8.607	669.270
Pakistan	Pakistan rupee	107.351	159.277	169.563	666.542
Panama	Balboa	101.817	1.000	1.000	673.011
Philippines	Philippine peso	101.093	48.265	50.590	637.514
Poland	Zloty	104.818	3.743	3.932	659.463
Portugal	Euro	103.059	0.821	0.856	653.771
Republic of Korea	Rep. of Korea won	101.841	1 103.667	1 173.667	633.021
Romania	Romanian leu	105.590	4.003	4.229	660.612
Russian Federation	Russian rouble	104.962	74.855	72.285	718.466
Saudi Arabia	Saudi riyal	101.040	3.750	3.750	667.873
Singapore	Singapore dollar	101.916	1.327	1.350	662.268
Spain	Euro	105.583	0.821	0.856	669.783
Sri Lanka	Sri Lankan rupee	105.462	191.605	203.952	654.903
Sweden	Swedish krona	102.192	8.291	8.634	648.652
Thailand	Baht	103.115	30.024	33.163	617.087

Country or area	Currency	Consumer price index on 1 Nov. 2021 (1 Mar. 2021 = 100)	Exchange rate		Purchasing power equivalent on 1 Nov. 2021 of US\$661 on 1 Mar. 2021
			1 Mar. 2021 (3-month average)	1 Nov. 2021 (3-month average)	
		[1]	[2]	[3]	[4]
Turkey	Turkish lira	112.812	7.351	8.908	615.345
Ukraine	Hryvnia	105.097	28.133	26.588	735.060
United Kingdom	Pound sterling	103.656	0.731	0.732	683.978
United States	US dollar	105.161	1.000	1.000	695.116
Viet Nam	Dong	100.087	23 140.334	23 141.000	661.553

Notes: Figures are rounded to three decimal places.

Price index data for the Marshall Islands for 2009 onwards were estimated with prices of Fiji and Guam. Price index data for Liberia relate to May 2021; data for Bermuda, Cayman Islands, Myanmar and Nigeria relate to September 2021.

Sources: Data for consumer price indices were obtained from the International Monetary Fund database (<https://data.imf.org/>), with the exception of Malta and Croatia, for which the data were obtained from Eurostat (<https://ec.europa.eu/eurostat/>), and of Bermuda, the Cayman Islands, the Isle of Man, the Islamic Republic of Iran, Liberia, Malaysia, Myanmar, Nigeria, Taiwan (China) and Ukraine, for which the data were obtained from their respective national statistical office or other governmental agency website.

Exchange rates were obtained from the International Monetary Fund database, with the exception of Bermuda, the Cayman Islands, Liberia, Myanmar, Sri Lanka and Taiwan (China), for which the data were obtained from the respective central bank or other governmental agency website.

► 4. Changes in exchange rates

14. Columns [2] and [3] of table 1 show the exchange rates on 1 March 2021 and 1 November 2021, using the average for the three months ending February 2021 and October 2021, respectively. The data used are generally the end-of-month market or official exchange rates.
15. In 38 of the 55 countries and areas listed in table 1, the local currency depreciated against the US dollar between 1 March 2021 and 1 November 2021. 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 seven countries, the local currency appreciated against the US dollar during the same period. The US dollar appreciated by more than 20 per cent in Turkey, and by more than 30 per cent in Myanmar during the period.

► 5. Purchasing power of the US dollar on 1 November 2021 relative to that on 1 March 2021

16. The last column of table 1 shows the number of US dollars needed in the 55 countries and areas on 1 November 2021 to make the same purchases as US\$661 on 1 March 2021. The

figure in column [4] is obtained by converting US\$661 to the local currency as at 1 March 2021 (using the average exchange rate for December 2020–February 2021), adjusting for inflation between 1 March 2021 and 1 November 2021 (using the relative change in the consumer price index between March 2021 and November 2021), and then reconvert the figure obtained to US dollars at the 1 November 2021 rate (using the average exchange rate for August–October 2021).

17. Taking France as an example, the value in column [4] is obtained as follows:

1. Converting US\$661 into the local currency (euro) on 1 March 2021:

$$\begin{aligned} &= \text{US\$}661 \times 0.82131 && \text{(where 0.82131 is the three-month average exchange} \\ &= \text{€}542.886 && \text{rate for December 2020–February 2021)} \end{aligned}$$

2. Adjusting this value for inflation between March 2021 and November 2021:

$$\begin{aligned} &= \text{€}542.886 \times 102.02625 \div 100 && \text{(where 102.02625 is the consumer price index on} \\ &= \text{€}553.886 && \text{1 November 2021, base 1 March 2021, and reflects} \\ &&& \text{the change in prices during the period)} \end{aligned}$$

3. Reconverting to US dollars at the 1 November 2021 rate:

$$\begin{aligned} &= \text{€}553.886 \div 0.85580 && \text{(where 0.85580 is the three-month average exchange} \\ &= \text{US\$}647.214 && \text{rate for August–October 2021)} \\ &&& \text{(The figure here differs slightly from that shown in} \\ &&& \text{table 1 due to rounding.)} \end{aligned}$$

18. In each country or area considered, the combined effect of changes in exchange rates and price changes – based on purchasing power on 1 November 2021 in relation to that of US\$661 on 1 March 2021 – varied according to the relative size of both factors. In the majority of countries and areas (34 out of 55), more US dollars were needed on 1 November 2021 to maintain the equivalent purchasing power of 1 March 2021, while fewer US dollars were needed in 21 countries and areas. Of the 34 countries and areas where more US dollars were needed to maintain purchasing power:

- in 17 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 March 2021;
- in ten 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 March 2021;
- in six countries, 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 March 2021; and
- in China, the local currency appreciated against the US dollar and prices decreased; it was the appreciation of the currency that contributed to the need for additional US dollars to maintain the purchasing power of 1 March 2021.

Of the 21 countries and areas where fewer US dollars were needed to maintain purchasing power, this resulted from a depreciation in the local currency against the US dollar, despite price increases.

► 6. Change in the purchasing power of US\$661 between 1 March 2021 and 1 November 2021 in selected countries and areas

19. In order to obtain the median value of the purchasing power in the selected countries, table 2 arranges the the purchasing power figures indicated in table 1, column [4], in ascending order, by using a weighting of 1 for countries and areas with fewer than 10,000 seafarers and a weighting of 2 for those with 10,000 or more seafarers, as required by the 1991 resolution. The median purchasing power with the cumulative weighting of 46.5 corresponds to the average of the figures for Antigua and Barbuda (US\$662.466) and Bulgaria (US\$663.056), which is **US\$662.761**.
20. The updated median figure points to an overall increase of 0.29 per cent in relation to the median of US\$660.828 (which used US\$641 as the basis for calculation) and an overall decrease of 2.89 per cent in relation to the median of US\$682.477 (which used US\$662 as the basis for calculation) in 2021. ⁶ During the period between 1 March 2021 and 1 November 2021, there was an increase in general price levels; however, as noted in paragraph 18, above, the median depends on the combination of general price indices and exchange rates.

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

Country or area	Number of US\$ on 1 Nov. 2021 with the same purchasing power as US\$661 on 1 Mar. 2021	Weighting	Cumulative weighting
Myanmar	538.013	2	2
Turkey	615.345	2	4
Thailand	617.087	2	6
Japan	620.061	2	8
Republic of Korea	633.021	2	10
Philippines	637.514	2	12
Malaysia	646.945	2	14
France	647.219	2	16
Italy	647.862	1	17
Sweden	648.652	2	19
Finland	649.342	2	21
Denmark	650.058	2	23

⁶ In 2021, two figures, US\$641 and US\$662 as of 1 June 2018, were used as the basis for recalculation purposes, resulting in median figures of US\$660.828 and US\$682.477, respectively, based on data up to 1 March 2021. See document [SWJMC/2021/1](#), which was made available by the Office immediately prior to the April 2021 meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission.

Country or area	Number of US\$ on 1 Nov. 2021 with the same purchasing power as US\$661 on 1 Mar. 2021	Weighting	Cumulative weighting
Cyprus	651.801	1	24
Portugal	653.771	1	25
Sri Lanka	654.903	2	27
Netherlands	655.458	1	28
Germany	656.301	2	30
Belgium	657.331	1	31
Indonesia	657.577	2	33
Poland	659.463	2	35
Romania	660.612	2	37
Viet Nam	661.553	2	39
Nigeria	661.798	2	41
Singapore	662.268	1	42
Hong Kong (China)	662.405	1	43
Antigua and Barbuda	662.466	2	45
Bulgaria	663.056	2	47
Marshall Islands	664.014	1	48
China	664.783	2	50
Pakistan	666.542	2	52
Greece	666.685	2	54
Croatia	667.746	2	56
Saudi Arabia	667.873	1	57
Norway	669.270	2	59
Bahamas	669.427	1	60
Bermuda (UK)	669.706	1	61
Spain	669.783	2	63
Panama	673.011	2	65
Malta	673.013	1	66
Kuwait	677.434	1	67
Cambodia	678.860	2	69
Belize	681.722	2	71
Isle of Man (UK)	682.347	1	72
India	682.658	2	74

Country or area	Number of US\$ on 1 Nov. 2021 with the same purchasing power as US\$661 on 1 Mar. 2021	Weighting	Cumulative weighting
United Kingdom	683.978	2	76
Taiwan (China)	687.491	1	77
Liberia	690.321	1	78
Bangladesh	692.995	1	79
United States	695.116	2	81
Canada	695.299	2	83
Brazil	706.566	2	85
Cayman Islands (UK)	707.144	1	86
Russian Federation	718.466	2	88
Ukraine	735.060	2	90
Iran, Islamic Republic of	807.347	2	92
Median	662.761	92	46

21. 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 2021.

► **Table 3. Revision of the minimum wage, 1970–2021**

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	17.7
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 ¹	12.7
		465 ¹	16.5
2003	500.38	500	0
2006	543.49	515; 530; 545 ²	0
2009	713.74	No agreement	-

Year	Median derived from the formula (US\$)	Basic wage set by the JMC (US\$)	Change in JMC figure as percentage of the median
2011	710.81	555; 568; 585 ³	-
2014	574.63	585; 592; 614 ⁴	-
2016	539.15	614 ⁵	13.88
2018	662.81	618; 625; 641 ⁶	-
2021	660.83/682.48 ⁷	648 ⁸	-
2022	662.76		

Notes: JMC = Joint Maritime Commission.

¹ In accordance with paragraph 3 of the [resolution adopted by the Joint Maritime Commission at its 29th Session \(2001\)](#).

² 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.

³ 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.

⁴ 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.

⁵ The Subcommittee noted in 2016 that there was no agreement to increase the ILO minimum monthly wage figure for an able seafarer and that the figure of US\$614 would prevail.

⁶ The minimum basic wage was updated to US\$618 as of 1 July 2019, US\$625 as of 1 January 2020 and US\$641 as of 1 January 2021; US\$641 and US\$662 as of 1 June 2018 should be used as the basis for recalculation purposes.

⁷ These figures are from the update document SWJMC/2021/1 and use data from 1 March 2021.

⁸ The Subcommittee agreed to an interim adjustment of US\$648 as of 1 July 2022. It agreed that US\$661 as of 1 March 2021 should be used as the basis for recalculation at its next meeting.

► Appendix I

Relevant provisions of the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187) ¹

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.

¹ As noted in paragraph 4 of the present report, the third meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006, as amended, held from 23 to 27 April 2018, recommended to the International Labour Conference that Recommendation No. 187 be withdrawn. It was subsequently withdrawn by Conference at its 109th Session (2021).

▶ Appendix II

Relevant provisions of the Maritime Labour Convention, 2006, as amended: 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 Organisation,

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 Office 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, adopted by the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in September 2021

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

Having met virtually from 26 to 27 April 2021 and on 8 September 2021,

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

Recalling the Maritime Labour Convention, 2006, as amended, Guideline B2.2 and in particular, Guideline B2.2.4,

Noting that the Convention states 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 often exceeded 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 satisfy the requirements of the Convention in establishing international minimum standards and to contribute to the provision of decent work for seafarers,

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 but agrees that a review of the formula should now be carried out;
2. Agrees to an interim adjustment to be made to update the current ILO minimum basic wage for an Able Seafarer to US\$648 as of 1 July 2022;
3. Agrees that the figure of US\$661 as of 1 March 2021 should be used as the basis for recalculation purposes and for discussion at the next meeting of the Subcommittee;
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 2022 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2023, 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 2020) and major suppliers of seafarers (with more than 10,000 seafarers in 2021)

Country or area	Number of seafarers, 2021	Gross tons of shipping, 2020	Weighting*
Antigua and Barbuda	15 663	4 682 806	2
Bahamas	-	59 093 972	1
Bangladesh	-	2 199 681	1
Belgium	-	5 527 280	1
Belize	11 072	2 685 646	2
Bermuda (UK)	-	10 192 816	1
Brazil	26 631	3 723 706	2
Bulgaria	22 762	-	2
Cambodia	20 057	-	2
Canada	11 652	3 003 902	2
Cayman Islands (UK)	-	4 935 814	1
China	134 294	62 028 129	2
Hong Kong (China)	-	128 908 544	1
Taiwan (China)	-	5 036 655	1
Croatia	20 495	-	2
Cyprus	-	23 300 955	1
Denmark	26 159	22 510 421	2
Finland	10 011	-	2
France	15 914	6 814 214	2
Germany	12 234	7 287 574	2
Greece	30 507	37 160 221	2
India	113 474	10 239 358	2
Indonesia	143 702	20 840 497	2
Iran, Islamic Republic of	17 654	11 842 278	2
Isle of Man (UK)	-	13 199 935	1
Italy	-	14 356 797	1
Japan	25 458	28 822 946	2
Republic of Korea	27 919	12 941 328	2

Country or area	Number of seafarers, 2021	Gross tons of shipping, 2020	Weighting*
Kuwait	-	2 612 732	1
Liberia	-	187 533 082	1
Malaysia	35 000	6 858 626	2
Malta	-	80 506 476	1
Marshall Islands	-	165 733 067	1
Myanmar	33 290	-	2
Netherlands	-	6 536 170	1
Nigeria	25 610	-	2
Norway	22 887	20 324 210	2
Pakistan	12 168	-	2
Panama	25 141	226 432 953	2
Philippines	252 392	4 772 533	2
Poland	31 222	-	2
Portugal	-	17 248 244	1
Romania	17 708	-	2
Russian Federation	198 123	11 120 278	2
Saudi Arabia	-	7 643 313	1
Singapore	-	88 217 730	1
Spain	24 487	2 841 302	2
Sri Lanka	21 793	-	2
Sweden	12 527	2 213 514	2
Thailand	15 682	3 525 947	2
Turkey	28 587	4 886 349	2
Ukraine	76 442	-	2
United Kingdom	33 743	9 903 610	2
United States	59 586	11 937 895	2
Viet Nam	34 590	5 952 362	2
Total	1 646 636	1 368 135 868	n/a
World totals	1 892 720	1 429 629 854	n/a
<i>Percentage</i>	<i>87.00</i>	<i>95.70</i>	

Notes: - = data not available; n/a = not applicable.

For Denmark, France, Norway, Portugal and Spain, the tonnage includes international registry.

* Countries receive a weighting of 2 if they are a major supplier of seafarers, and a weighting of 1 if they are not.