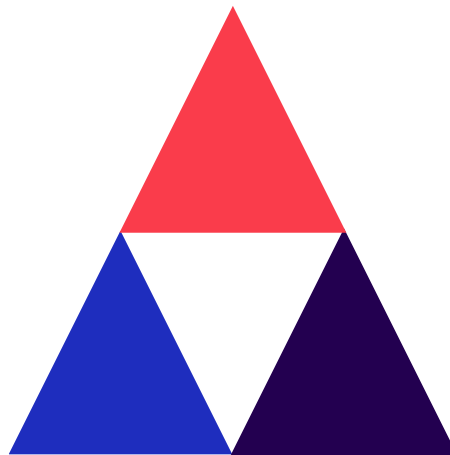




## ▶ Subcommittee on Wages of Seafarers of the Joint Maritime Commission

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, 26–27 April 2021)



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## ► 1. Introduction

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1. The Governing Body of the International Labour Office, at its 335th Session (March 2019), decided to convene a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission in 2021 to update the ILO minimum basic wage of able seafarers.<sup>1, 2</sup> At its 338th Session (March 2020), the Governing Body decided that this meeting would be held in Geneva from 26 to 27 April 2021.<sup>3, 4</sup> Due to the restrictions imposed by the COVID-19 pandemic, the Officers of the Governing Body subsequently decided that the meeting should be held virtually.
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 (JMC) or another body authorized by the Governing Body of the International Labour Office (see Appendix I).
3. The Maritime Labour Convention, 2006 (MLC, 2006), revises 37 existing maritime labour Conventions and replaces 31 maritime labour Recommendations, including Recommendation No. 187. The provisions of Recommendation No. 187 have been reproduced in Guideline B2.2. More specifically, Part IV, Paragraphs 9, 10 and 11 of Recommendation No. 187, containing the provisions concerning the minimum monthly basic pay or wage figure for able seafarers, have been replaced by Guideline B2.2.1(a) and Guideline B2.2.4 of the MLC, 2006 (see Appendix II). It is important to note that no substantive changes have been made to the provisions concerning the minimum monthly basic pay or wage figure for able seafarers. The MLC, 2006, entered into force on 20 August 2013. With the entry into force of the Convention, the relevant provisions of the MLC, 2006, concerning wages have therefore become applicable. Consequently, any reference to the minimum wage figure relates to the applicable provisions of the MLC, 2006. 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. Furthermore, at its 334th Session (October–November 2018), the Governing Body decided to place on the agenda of the 109th Session (2020) of the International Labour Conference the question of the abrogation of 8 Conventions as well as the withdrawal of 9 Conventions and 11 Recommendations.<sup>5</sup> Recommendation No. 187 was included among the group 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 (MLC, 2006), held from 23 to 27 April 2018.<sup>6</sup>

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<sup>1</sup> GB.335/POL/3, para. 10.

<sup>2</sup> GB.335/PV, para. 725(c).

<sup>3</sup> GB.338/POL/3(Rev.1), Appendix I.

<sup>4</sup> Minutes of the 338th Session of the Governing Body of the International Labour Office.

<sup>5</sup> GB.334/LILS/2(Rev.); GB.334/LILS/PV, para. 38(c).

<sup>6</sup> The Governing Body had referred the maritime instruments (sets of instruments 18 and 20) to the Special Tripartite Committee established under Article XIII of the Maritime Labour Convention, 2006 (MLC, 2006), for its expert review and

Following the postponement of the 109th Session (2020) of the International Labour Conference, the matter of abrogation or withdrawal of those instruments is planned to be put before the 109th Session (2021) of the International Labour Conference.<sup>7</sup> 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 there should instead only be a 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 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 corresponds 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 (Geneva, 19–20 November 2018) 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;
  - agreed to update the current ILO minimum basic wage for an able seafarer to US\$618 as of 1 July 2019, US\$625 as of 1 January 2020 and US\$641 as of 1 January 2021;
  - agreed that the figures of US\$641 as well as US\$662 as of 1 June 2018 should be used as the bases for recalculation purposes;
  - 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 2021 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2022, 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 June 2018 to 26 April 2021. At the time of preparation of this report, however, updated data on exchange rates and price indices for the majority

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report to the Governing Body (see [GB.326/LILS/3/2](#), and ILO, “[Decision on the third item on the agenda: The Standards Initiative: Report of the first meeting of the Standards Review Mechanism Tripartite Working Group](#)”).

<sup>7</sup> ILC.109/VII/A(1).

of countries and areas were available only for the period from 1 June 2018 to 1 December 2020. At its meeting in April 2021, the Office will upon request be able to provide the Subcommittee of the Joint Maritime Commission with updated information on price indices and exchange rates.

## ▶ 2. Representative list of countries and areas

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8. 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 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 those 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 IHS Maritime and Trade *World Fleet Statistics 2019*, which shows that, in 2019, 43 countries and areas had over 2 million gross tons of shipping (see Appendix V) and these accounted for 95.8 per cent of the world's total tonnage.
10. 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>8</sup> which provides a comprehensive update on the worldwide demand for, and supply of, qualified seafarers. The figures for 2015 show that 28 countries and areas supplied at least 10,000 seafarers, together accounting for 85.94 per cent of the world's total supply of seafarers (see Appendix V).
11. Since the previous meeting of the Subcommittee in 2018, which identified 45 countries and areas having over 2 million gross tons of shipping, 2 countries and areas (Gibraltar, and Saint Vincent and the Grenadines) have left the list. The list comprises 53 countries and areas, of which 18 are both major suppliers of seafarers and major maritime nations, 25 are only major maritime nations and 10 are only major suppliers of seafarers.

## ▶ 3. Changes in consumer prices

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12. Column [1] of table 1 shows the changes that took place in consumer price indices (CPI) between 1 June 2018 and 1 December 2020, the period used in this report for adjustment. CPI figures for the Marshall Islands were estimated on the basis of price movements in other countries and areas in the region.<sup>9</sup> Price indices for the last months of the period had to be estimated for a number of countries and areas, 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 6 countries and areas (Cyprus, Greece, Isle of Man, Marshall Islands, Panama and Portugal), prices increased in all countries and areas concerned over the period of adjustment. In 37 countries and areas, the increase was less than 10 per cent, while the

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<sup>8</sup> This report, issued by the Baltic International Maritime Council and the International Chamber of Shipping 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.

<sup>9</sup> Price index data for the Marshall Islands for 2009 onwards were estimated on the basis of data for Fiji and Guam.

rest experienced inflation of more than 10 per cent. Of those, inflation exceeded 20 per cent in 4 countries and areas (1 country, the Islamic Republic of Iran, experienced substantial inflation of more than 100 per cent).

► **Table 1. Changes in the purchasing power of the US dollar in selected countries and areas, 1 June 2018 to 1 December 2020**

Country or area	Currency	CPI 01.12.20 (base 01.06.18 =100)	Exchange rate:		Purchasing power equivalent on 01.12.20 of:	
			01.06.18 (3-month avg.)	01.12.20 (3-month avg.)	US\$641 on 01.06.18	US\$662 on 01.06.18
		[1]	[2]	[3]	[4]	[5]
Antigua and Barbuda	E. Caribbean dollar	101.551	2.700	2.700	650.939	672.265
Bahamas	Bahamian dollar	102.731	1.000	1.000	658.503	680.077
Belgium	Euro	102.385	0.831	0.848	643.541	664.625
Belize	Belize dollar	101.636	2.000	2.000	651.488	672.832
Bermuda (UK)	Bermudian dollar	100.285	1.000	1.000	642.830	663.890
Brazil	Real	110.134	3.513	5.581	444.432	458.992
Bulgaria	Lev	105.133	1.626	1.658	660.817	682.466
Cambodia	Riel	105.374	4 044.667	4 091.667	667.689	689.563
Canada	Canadian dollar	103.223	1.289	1.321	645.898	667.058
Cayman Islands (UK)	Cayman Is. dollar	106.414	0.833	0.833	682.114	704.461
Chile	Chilean peso	107.011	613.110	773.867	543.451	561.255
China	Yuan	105.529	6.339	6.697	640.299	661.276
Hong Kong, China	Hong Kong dollar	104.131	7.849	7.752	675.878	698.021
Taiwan, China	New Taiwan dollar	101.013	29.568	28.958	661.132	682.791
Croatia	Kuna	100.637	6.174	6.424	619.950	640.260
Cyprus	Euro	99.464	0.831	0.848	625.182	645.664
Denmark	Danish krone	101.172	6.180	6.312	634.933	655.735
France	Euro	101.325	0.831	0.848	636.880	657.745
Germany	Euro	101.059	0.831	0.848	635.204	656.014
Greece	Euro	98.253	0.831	0.848	617.566	637.798
India	Indian rupee	118.887	66.426	73.856	685.392	707.846
Indonesia	Indonesian rupiah	105.758	13 861.333	14 578.667	644.555	665.671
Iran, Islamic Rep. of	Iranian rial	217.679	40 569.668	42 000.000	1 347.805	1 391.961



Country or area	Currency	CPI 01.12.20 (base 01.06.18 =100)	Exchange rate:		Purchasing power equivalent on 01.12.20 of:	
			01.06.18 (3-month avg.)	01.12.20 (3-month avg.)	US\$641 on 01.06.18	US\$662 on 01.06.18
Isle of Man (UK)	Manx pound	99.803	0.730	0.766	609.662	629.635
Italy	Euro	100.196	0.831	0.848	629.779	650.412
Japan	Yen	100.297	108.053	104.747	663.199	684.927
Kuwait	Kuwaiti dinar	101.643	0.301	0.306	641.405	662.419
Liberia	Liberian dollar	167.122	133.815	197.163	727.061	750.880
Malaysia	Ringgit	100.288	3.919	4.128	610.324	630.319
Malta	Euro	104.133	0.831	0.848	654.525	675.968
Marshall Islands	US dollar	99.390	1.000	1.000	637.090	657.962
Myanmar	Kyat	116.101	1 343.333	1 303.533	766.929	792.055
Netherlands	Euro	104.051	0.831	0.848	654.014	675.441
Norway	Norwegian krone	104.267	7.977	9.260	575.726	594.588
Pakistan	Pakistani rupee	128.252	115.576	161.850	587.050	606.282
Panama	Balboa	97.287	1.000	1.000	623.610	644.040
Philippines	Philippine peso	107.999	52.287	48.323	749.069	773.609
Poland	Zloty	105.989	3.540	3.853	624.267	644.719
Portugal	Euro	99.785	0.831	0.848	627.198	647.746
Republic of Korea	South Korean won	101.112	1 074.667	1 137.100	612.540	632.608
Romania	Romanian leu	106.624	3.866	4.142	637.986	658.888
Russian Federation	Russian rouble	110.065	60.619	78.292	546.262	564.158
Saudi Arabia	Saudi riyal	103.896	3.750	3.750	665.974	687.792
Singapore	Singapore dollar	100.660	1.325	1.357	629.931	650.568
Spain	Euro	100.329	0.831	0.848	630.620	651.280
Sri Lanka	Sri Lankan rupee	114.692	157.236	184.917	625.125	645.605
Sweden	Swedish krona	102.788	8.605	8.795	644.661	665.781
Thailand	Baht	100.049	31.585	31.045	652.462	673.837
Turkey	Turkish lira	143.130	4.166	7.978	479.023	494.717
Ukraine	Hryvnia	114.220	26.303	28.402	678.048	700.262
United Kingdom	British pound	103.022	0.730	0.766	629.327	649.944

Country or area	Currency	CPI 01.12.20 (base 01.06.18 =100)	Exchange rate:		Purchasing power equivalent on 01.12.20 of:	
			01.06.18 (3-month avg.)	01.12.20 (3-month avg.)	US\$641 on 01.06.18	US\$662 on 01.06.18
United States	US dollar	103.435	1.000	1.000	663.016	684.737
Viet Nam	Dong	106.751	22 530.666	23 190.334	664.812	686.592

Notes: Price index data for the Marshall Islands for 2009 onwards were estimated with prices of Fiji and Guam. Price index data for Belize, Bermuda and Cayman Islands relate to September 2020.

Sources: CPI data were obtained from the International Monetary Fund database (<https://data.imf.org/>), with the exception of data for Belize, Bermuda, Cayman Islands and Taiwan, China, which were obtained from their respective statistical offices or other governmental agency websites (Belize: <http://sib.org.bz/statistics/>; Bermuda: <https://www.gov.bm/bermuda-business-statistics>; Cayman Islands: <https://www.eso.ky/>; Taiwan, China: <https://eng.stat.gov.tw/>). Exchange rates were obtained from the International Monetary Fund database, with the exception of rates for Liberia and Sri Lanka, which were obtained from their respective Central Bank websites (Liberia: <https://www.cbl.org.lr/>; Sri Lanka: <https://www.cbsl.gov.lk/en/>).

## ► 4. Changes in exchange rates

14. Columns [2] and [3] of table 1 show the exchange rates on 1 June 2018 and 1 December 2020, using the average for the three months ending May 2018 and November 2020, respectively. Exchange rates were taken from the International Financial Statistics website of the International Monetary Fund; the end-of-period exchange rates for Liberia and Sri Lanka, which do not appear on that website, were taken from the website of their respective Central Bank. The data used are generally the end-of-month market or official exchange rates.
15. In 38 of the 53 countries and areas listed in table 1, the local currency depreciated against the US dollar between 1 June 2018 and 1 December 2020. In 9 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 6 countries and areas, the local currency appreciated against the US dollar during the same period. In Turkey, the US dollar appreciated by more than 90 per cent during the period.

## ► 5. Purchasing power of the US dollar on 1 December 2020 relative to that on 1 June 2018

16. The last two columns of table 1 show the number of US dollars needed in the 53 countries and areas on 1 December 2020 to make the same purchases as US\$641 (column [4]) and US\$662 (column [5]), respectively, on 1 June 2018. In each case, the figure in column [4] is obtained by converting US\$641 to the local currency as at 1 June 2018 (using the average exchange rate for March–May 2018), adjusting for inflation between 1 June 2018 and 1 December 2020 (using the relative change in the CPI between June 2018 and December

2020), and then reconvert the figure obtained to US dollars at the 1 December 2020 rate (using the average exchange rate for September–November 2020). The figure in column [5] is obtained following the same procedure but using US\$662 as the base figure.

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

1. Converting US\$641 into the local currency (euro (€)) on 1 June 2018:  
 = US\$641x 0.831 (where 0.831 is the three-month average exchange rate for March–May 2018)  
 = €532.671
2. Adjusting this value for inflation between June 2018 and December 2020:  
 = €532.671x 101.325/100 (where 101.325 is the percentage increase in prices during the period)  
 = €539.728
3. Reconvert to US dollars at the 1 December 2020 rate:  
 = €539.728/0.848 (where 0.848 is the three-month average exchange rate for September–November 2020)  
 = US\$636.471 <sup>10</sup>

Value in column [5] for France is obtained through the same procedure using US\$662 instead of US\$641 as the base figure for calculations.

**18.** In each country or area considered, the combined effect of changes in exchange rates and price changes – based on purchasing power on 1 December 2020 in relation to that of US\$641/US\$662 on 1 June 2018 – varied according to the relative size of both factors. In about half of the countries and areas, fewer US dollars were needed on 1 December 2020 to maintain the equivalent purchasing power of 1 June 2018. However, the effect of inflation varied in different countries and areas, depending upon whether exchange rates increased or decreased during the period, and by how much. More US dollars were needed in 27 countries and areas and fewer US dollars were needed in 26 countries and areas in order to maintain purchasing power. Of the 27 countries and areas where more US dollars were needed to maintain purchasing power:

- In 14 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 June 2018.
- In 7 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 June 2018.
- In 6 cases, 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 June 2018.

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<sup>10</sup> The small difference between this figure and that shown in table 1 is due to rounding.

Of the 26 countries and areas where fewer US dollars were needed to maintain purchasing power:

- In 4 cases, the local currency depreciated against the US dollar and prices decreased; the combination of those factors meant that fewer US dollars were needed to maintain the purchasing power of 1 June 2018.
- In 2 cases, there was no change in the exchange rate, but prices decreased, with the effect that fewer US dollars were needed to maintain the purchasing power of 1 June 2018.
- In 20 cases, the local currency depreciated against the US dollar; consequently, despite price increases, fewer US dollars were needed to maintain the purchasing power of 1 June 2018.

## ► 6. Change in the purchasing power of US\$641/US\$662 between 1 June 2018 and 1 December 2020 in selected countries and areas

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19. In order to obtain the median value of the purchasing power in the selected countries and areas, table 2 arranges the figures indicated in table 1, columns [4] and [5], in ascending order of purchasing power, by using a weighting of 1 for countries and areas with less 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 40.5 corresponds to the average figures for Romania (US\$637.986 based on US\$641 and US\$658.888 based on US\$662) and China (US\$640.299 based on US\$641 and US\$661.276 based on US\$662), which is **US\$639.143** for calculations based on US\$641 and **US\$660.082** for calculations based on US\$662.
20. The first updated median figure (US\$639.143 based on US\$641) points to an overall decrease of 3.57 per cent in relation to the median of US\$662.811 as reported in document SWJMC/2018/1 in 2018.<sup>11</sup> The second updated median figure (US\$660.082 based on US\$662) points to an overall decrease of 0.41 per cent in relation to the median of US\$662.811 reported in document SWJMC/2018/1 in 2018.<sup>12</sup> In recent years there has been an increase in general price levels; however, the median depends on the combination of general price indices and of exchange rates, as elaborated in paragraph 19, above.

<sup>11</sup> Document SWJMC/2018/1 (and its median figure of US\$662.811) is based on data from 1 June 2018 and was made available by the Office immediately prior to the meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission held in November 2018. If one compares the first updated figure to the median of US\$647.24 as provided in the initial document SWJMC/2018, which was based on data available on 1 December 2017, there is an overall decrease of 1.25 per cent.

<sup>12</sup> If one compares the second updated figure to the median of US\$647.24 as provided in the initial document SWJMC/2018, which was based on data available on 1 December 2017, there is an overall increase of 1.98 per cent.

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

Country or area	Number of US\$ on 1 December 2020 with the same purchasing power as:		Weighting	Cumulative weighting
	US\$641 on 1 June 2018	US\$662 on 1 June 2018		
Brazil	444.432	458.992	2	2
Turkey	479.023	494.717	2	4
Chile	543.451	561.255	2	6
Russian Federation	546.262	564.158	2	8
Norway	575.726	594.588	2	10
Pakistan	587.050	606.282	2	12
Isle of Man (UK)	609.662	629.635	1	13
Malaysia	610.324	630.319	2	15
Republic of Korea	612.540	632.608	2	17
Greece	617.566	637.798	1	18
Croatia	619.950	640.260	2	20
Panama	623.610	644.040	2	22
Poland	624.267	644.719	2	24
Sri Lanka	625.125	645.605	2	26
Cyprus	625.182	645.664	1	27
Portugal	627.198	647.746	1	28
United Kingdom	629.327	649.944	2	30
Italy	629.779	650.412	2	32
Singapore	629.931	650.568	1	33
Spain	630.620	651.280	1	34
Denmark	634.933	655.735	1	35
Germany	635.204	656.014	1	36
France	636.880	657.745	1	37
Marshall Islands	637.090	657.962	1	38
<b>Romania</b>	<b>637.986</b>	<b>658.888</b>	<b>2</b>	<b>40</b>
<b>China</b>	<b>640.299</b>	<b>661.276</b>	<b>2</b>	<b>42</b>
Kuwait	641.405	662.419	1	43
Bermuda (UK)	642.830	663.890	1	44
Belgium	643.541	664.625	1	45

Country or area	Number of US\$ on 1 December 2020 with the same purchasing power as:		Weighting	Cumulative weighting
	US\$641 on 1 June 2018	US\$662 on 1 June 2018		
Indonesia	644.555	665.671	2	47
Sweden	644.661	665.781	1	48
Canada	645.898	667.058	1	49
Antigua and Barbuda	650.939	672.265	1	50
Belize	651.488	672.832	1	51
Thailand	652.462	673.837	2	53
Netherlands	654.014	675.441	1	54
Malta	654.525	675.968	1	55
Bahamas	658.503	680.077	1	56
Bulgaria	660.817	682.466	2	58
Taiwan, China	661.132	682.791	1	59
United States	663.016	684.737	2	61
Japan	663.199	684.927	2	63
Viet Nam	664.812	686.592	2	65
Saudi Arabia	665.974	687.792	1	66
Cambodia	667.689	689.563	2	68
Hong Kong, China	675.878	698.021	1	69
Ukraine	678.048	700.262	2	71
Cayman Islands (UK)	682.114	704.461	1	72
India	685.392	707.846	2	74
Liberia	727.061	750.880	1	75
Philippines	749.069	773.609	2	77
Myanmar	766.929	792.055	2	79
Iran, Islamic Republic of	1 347.805	1 391.961	2	81
<b>Median</b>	<b>639.143</b>	<b>660.082</b>	<b>81</b>	<b>40.5</b>

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 2018.

► **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	109.2	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	356	1.1
1995	366.68	385	5
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; 545 <sup>2</sup>	0
2009	713.74	No agreement	– <sup>3</sup>
2011	710.81	555; 568; 585 <sup>4</sup>	– <sup>3</sup>
2014	574.63	585; 592; 614 <sup>5</sup>	– <sup>3</sup>
2016	539.15	614 <sup>6</sup>	13.88
2018	662.81 <sup>8</sup>	618; 625; 641 <sup>7</sup>	
2021	639.14 / 660.08 <sup>9</sup>		

<sup>1</sup> See paragraph 3 of the resolution adopted by the Joint Maritime Commission (JMC) at its 29th Session in 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; US\$545 was used as the basis for updating the minimum wage. <sup>3</sup> Data not available. <sup>4</sup> 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. <sup>5</sup> The minimum basic 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. <sup>6</sup> 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 figure of \$614 would prevail. <sup>7</sup> 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 as well as US\$662 as of 1 June 2018 should be used as the bases for recalculation purposes. <sup>8</sup> This figure is from the updated document SWJMC/2018/1, prepared by the Office immediately before the meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission held in November 2018, and uses data from 1 June 2018. In the initial document SWJMC/2018, which was based on data available on 1 December 2017, the median was US\$647.24. <sup>9</sup> There are two median figures as the resolution from the 2018 meeting agreed that the figures of US\$641 as well as US\$662 as of 1 June 2018 should be used as the basis for recalculation purposes.





## ► Appendix I

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

#### 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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<sup>1</sup> 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 (MLC, 2006), held from 23 to 27 April 2018, recommended to the International Labour Conference the withdrawal of Recommendation No. 187.

## ▶ Appendix II

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

#### Guideline B2.2 – Wages

##### *Guideline B2.2.1 – Specific definitions*

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

...

##### *Guideline B2.2.4 – Minimum monthly basic pay or wage figure for able seafarers*

1. The basic pay or wages for a calendar month of service for an able seafarer should be no less than the amount periodically set by the Joint Maritime Commission or another body authorized by the Governing Body of the International Labour Office. Upon a decision of the Governing Body, the Director-General shall notify any revised amount to the Members of the Organization.
2. Nothing in this Guideline should be deemed to prejudice arrangements agreed between shipowners or their organizations and seafarers' organizations with regard to the regulation of standard minimum terms and conditions of employment, provided such terms and conditions are recognized by the competent authority.

## ▶ Appendix III

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

The Joint Maritime Commission of the International Labour Organization,

Having met in Geneva, in its Twenty-Sixth Session, from 17 to 25 October 1991,

Considering the report prepared by the International Labour Office on Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109),

Considering also that criticism has been expressed on several previous occasions by the seafarers and by the shipowners as to the formula which has been used to revise the minimum wage figure contained in Recommendation No. 109,

Noting also that currency fluctuations have again rendered use of the current formula an even more unreliable exercise,

Considers that the formula used to revise the minimum wage should be amended,

Requests therefore the Governing Body of the International Labour Office to take action on the following proposals agreed by the Shipowner and Seafarer members of the Joint Maritime Commission, with regard to a revised formula for dealing with the updating of the minimum wage for able seamen.

#### Revised formula

The mechanism and procedure for the periodic revision of the minimum basic wage for able seamen shall be revised:

- (a) to provide a more representative list of 44 countries and areas including nations which have at least 2 million gross tons of shipping or countries and areas which are major suppliers of seafarers. The new list of countries and areas is:

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

- (b) to minimise the short-term effect of drastic fluctuations in currency exchange rates. The formula is to utilise an averaging of the three latest months of US dollar equivalent exchange rates (e.g. for the 26th Session, March–May 1991 averaging);
- (c) the formula is to measure the changes in consumer prices for a four-year period up to the month of the most current data (e.g. for the 26th Session, where available, May 1987 shall be the base month and May 1991 shall be the period of measurement). In the future, the period of measurement shall equal the full period of time between adjustments;
- (d) the formula is to include a weighting on the basis of the total number of seafarers in different countries, on a scale equal to 1 for countries with less than 10,000 seafarers, and 2 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

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### 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 19 to 20 November 2018,

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 6 to 7 April 2016, did not agree to change the ILO minimum monthly basic wage figure for an able seafarer and therefore the figure of US\$614 continued to apply,

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, as amended, 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. Agrees to update the current ILO minimum basic wage for an Able Seafarer to US\$618 as of 1 July 2019, US\$625 as of 1 January 2020 and US\$641 as of 1 January 2021;
3. Agrees that the figures of US\$641 as well as US\$662 as of 1 June 2018 should be used as the bases 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 2021 for the purpose of updating the minimum monthly basic wage figure to take effect as of 1 January 2022, 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 2019) and major suppliers of seafarers (with more than 10,000 seafarers in 2015)

Country or area	Number of seafarers, 2015	Gross tons of shipping, 2019	Weighting
Antigua and Barbuda	-	4 957 571	1
Bahamas	-	60 923 377	1
Belgium	-	6 375 191	1
Belize	-	2 045 899	1
Bermuda (UK)	-	9 753 498	1
Brazil	28 746	3 776 884	2
Bulgaria	33 269	-	2
Cambodia	20 057	-	2
Canada	-	2 987 664	1
Cayman Islands (UK)	-	4 927 976	1
Chile	11 911	-	2
China	243 635	58 399 713	2
Hong Kong, China	-	127 601 556	1
Taiwan, China	-	5 073 642	1
Croatia	27 246	-	2
Cyprus	-	23 297 020	1
Denmark	-	22 052 161	1
France	-	6 549 402	1
Germany	-	7 974 400	1
Greece	-	39 577 591	1
India	86 084	10 170 172	2
Indonesia	143 702	19 079 611	2
Iran, Islamic Republic of	17 654	11 098 417	2
Isle of Man (UK)	-	14 431 214	1
Italy	34 486	14 670 123	2
Japan	25 458	29 591 994	2
Kuwait	-	2 426 485	1
Liberia	-	174 842 144	1

Country or area	Number of seafarers, 2015	Gross tons of shipping, 2019	Weighting
Malaysia	35 000	7 335 806	2
Malta	-	80 905 598	1
Marshall Islands	-	161 271 317	1
Myanmar	26 041	-	2
Netherlands	-	6 963 838	1
Norway	33 701	19 712 835	2
Pakistan	12 168	-	2
Panama	25 141	216 189 771	2
Philippines	215 500	5 047 816	2
Poland	32 189	-	2
Portugal	-	15 677 069	1
Republic of Korea	28 168	11 666 395	2
Romania	16 000	-	2
Russian Federation	97 061	10 352 411	2
Saudi Arabia	-	7 535 754	1
Singapore	-	92 492 483	1
Spain	-	2 849 236	1
Sri Lanka	21 793	-	2
Sweden	-	2 144 589	1
Thailand	12 454	4 009 876	2
Turkey	38 985	5 345 804	2
Ukraine	69 000	-	2
United Kingdom	14 780	10 236 097	2
United States	33 218	12 123 321	2
Viet Nam	32 445	5 075 188	2
<b>Total</b>	<b>1 415 892</b>	<b>1 339 518 909</b>	
World totals	1 647 494	1 398 245 222	
<i>Percentage</i>	<i>85.94</i>	<i>95.80</i>	

Note: Denmark, France, Norway, Portugal and Spain: tonnage includes international registry; countries and areas receive a weighting of 2 if they are a major supplier of seafarers, and a weighting of 1 if they are not.