



FIFTH ITEM ON THE AGENDA

**Report of the Subcommittee of the Joint
Maritime Commission and of the Joint
Working Group on Wages of Seafarers
(Geneva, 5-8 July 2003)**

1. The Joint Maritime Commission's Subcommittee and Joint Working Group on Wages of Seafarers met in Geneva from 5 to 8 July 2003 in accordance with a decision taken by the Governing Body at its 280th Session (March 2001). The Subcommittee and the Joint Working Group were both composed of six Shipowner and six Seafarer members, accompanied by advisers.
2. The Subcommittee discussed the updating of the minimum wage figure for able seamen provided for in the Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187). The Joint Working Group discussed how this minimum wage should be interpreted so as to provide a recommended total salary. The summary of the discussions and the conclusions, contained in two resolutions adopted by the meetings, are reproduced in a single report (SJMC/2003/6) and appended to this document.
3. The Subcommittee on Wages of Seafarers adopted a resolution concerning the ILO minimum wage for able seamen. It decided to recommend to the Governing Body to maintain the current list of countries and areas and the formula used, as a basis for the calculations to assist the revision of the wage figure. It also decided to recommend the updating of the current ILO minimum wage for an able seaman of US\$465-500 as of 1 January 2005. Considering that it was essential that the basic pay or wages of able seamen be updated every two years, and in accordance with the decision taken at the 280th Session of the Governing Body, the Subcommittee invited the Governing Body to convene in two years' time the Subcommittee on Wages of Seafarers and, where appropriate, to enable it to report back directly to the Governing Body. The resolution concerning minimum wages is appended to the abovementioned report.
4. The Joint Working Group adopted a resolution concerning the interpretation of the ILO minimum wage of able seamen. It agreed on the interpretation of the total monthly minimum wage of able seamen, which is contained in the appendix to the resolution. This interpretation will provide guidance to the industry on the application of ILO instruments in the calculation of wages, including leave, overtime and compensation for work on rest days and public holidays. The Joint Working Group invites the Committee to request the Director-General to bring this interpretation to the attention of shipowners' and seafarers' organizations as well as flag and port States, to provide guidance on how the minimum wage of able seamen should be interpreted in order to arrive at a recommended minimum

salary. The resolution concerning the interpretation of the ILO minimum wage is appended to the report referred to above.

- 5. *The Committee on Sectoral and Technical Meetings and Related Issues is invited to take note of the report of the Subcommittee of the Joint Maritime Commission and of the Joint Working Group on Wages of Seafarers and may wish to recommend to the Governing Body to approve the recommendations contained in paragraphs 3 and 4 above.***

Geneva, 25 September 2003.

Point for decision: Paragraph 5.