



# Antigua and Barbuda

## Maritime Administration

ILO Circular  
No. 2020-007  
Rev 1  
26 March 2021

**SUBJECT: Able Body (AB) Seafarers' Basic Wages: differences between the International Labour Organisation (ILO) and the International Bargaining Forum (IBF).**

**REFERENCE:**

- a) *The International Maritime Employers' Council (IMEC) Circular (20)123*
- b) *Maritime Labour Convention (MLC), 2006: Guideline B2.2.4.1 and Standard A2.3.3*

**TO:** Ship-owners, operators, masters and officers of Antigua and Barbuda flagged ships, and recognized organizations.

**1. PURPOSE**

This Circular provides information on the interpretation, expectations, and requirements of the Administration in respect of AB seafarer basic wages and the differences between the ILO and the IBF.

**2. APPLICATION**

This Circular applies to all Antigua and Barbuda flagged ships.

**3. BACKGROUND**

The main aim of the minimum basic wage for the able seafarer is to provide an international safety net for the protection of, and to contribute to, decent working conditions for seafarers.

It is based on the provisions of the ILO Seafarers' Wages, Hours of Work, and the Manning of Ships Recommendation, 1996 (No. 187) which recommends that 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, which is bipartite body of shipowners and seafarers established by the ILO.

Guideline B2.2.4 of the MLC, 2006 provides that:

*The basic pay of 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.*

The IBF was established in 2003 as the mechanism by which maritime employers, represented by the Joint Negotiating Group (JNG), and seafarers' unions, represented by the International Transport-Workers' Federation (ITF) could negotiate over the wages and conditions of employment of seafarers serving on ships under collective bargaining agreements (CBA) and to which ITF Special Agreements apply.

The IMEC is the only international employers' organization dedicated to maritime industrial relations. It negotiates with the ITF on benefits which apply uniquely to IMEC members and members of the Joint Negotiating Group.

#### **4. OBLIGATIONS AND RESPONSIBILITIES**

1. Shipowners and operators that use the IBF CBA on board their ships should take note of the above mentioned IMEC Circular when determining the basic wage for an AB seafarer.
2. The ILO Basic salary for an AB seafarer is calculated on 8 hours work per day on a 6-day week (a 48-hour week) whilst IBF agreements are based on either 5 days or 5.5 days (40 hours week or 44 hours week).
3. Shipowners should also note that the IBF wages currently exceed the minimum rate established by ILO.

#### **Issued by**

Antigua and Barbuda  
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