



# SUMMARY REPORT OF ACTIVITIES

# SUMMARY REPORT OF ACTIVITIES



2024



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# INTRODUCTORY WORD

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**Dear colleagues and partners,**

With an unbreakable spirit, bright hope, and a strong belief in the reign of peace in our country, we report on the work of the Marine Transport Workers' Trade Union of Ukraine for the year 2024. This report presents a chapter in our history, a year of brave and firm steps forward to ensure decent and fair working and living conditions for our Trade Union members.

It is impossible not to mention those for whom we work tirelessly. We are immensely grateful to Ukrainian seafarers and workers of onshore organizations for their uninterrupted work under constant threats and for their courage and dedication to the country.

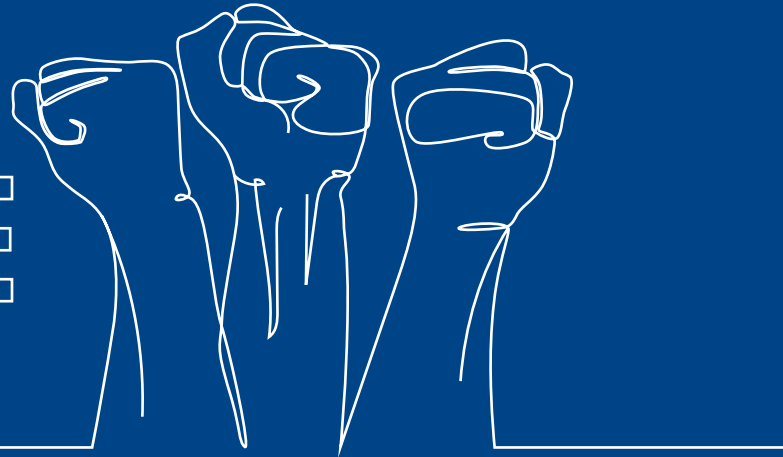
We strive to change this world for the better, and thanks to you, our international partners, we are successful. Despite all the terror the enemy inflicts daily, the Marine Transport Workers' Trade Union of Ukraine hasn't stopped fighting for decent working conditions. We continue to foster a spirited and independent youth community and remain steadfast in our priority: protecting the interests of MTWTU members. This year, with your help, we have become stronger in support of our members, more determined in our actions, and more confident in our Victory. Your trust empowers us to fulfil our mission no matter what.

Only together, standing in solidarity side by side, can we build a successful future.

**Oleg Grygoriuk,  
MTWTU Chairman**

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# FIGHT FOR THE RIGHTS



In the conditions of constant danger, when the country is enveloped in war and fighting for its independence, the Marine Transport Workers' Trade Union of Ukraine continues to stand firm in ITF mission — protection of labour and social rights. For many years, our Union members have been convinced that together with us, they will have ongoing support, improved working and living conditions, guaranteed jobs and decent wages. Despite the hundreds of thousands of kilometres that divide us and our members and the time that has added new challenges, the Marine Transport Workers' Trade Union of Ukraine doesn't leave its values and credo "Together, we are stronger!"

This year, we have repeatedly addressed the government of Ukraine to competently answer questions, represented the interests of Ukrainian seafarers, dockers, and cadets at all levels, and provided our ideas and offers for the development of the transport industry.

We are confident that by facilitating fair working conditions, developing new initiatives and implementing European standards to protect the interests of maritime transport workers, we support the economic and logistical stability of the country.



## MTWTU ADDRESSED THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE FOR FURTHER CLARIFICATION



Following the announcement by the Ministry of Foreign Affairs of Ukraine of a temporary suspension of consular actions in foreign diplomatic missions on applications of Ukrainian male citizens aged 18 to 60 years (except for actions related to issuing identity cards for returning to Ukraine) from 23.04.2024, the MTWTU received numerous requests from

seafarers, citizens of Ukraine, who are abroad. In this regard, the Union immediately addressed the Ministry of Foreign Affairs of Ukraine. The Ministry of Foreign Affairs published an explanation on its website stating that during the several weeks of the technical pause, normative documents were updated, and changes were made to the algorithms of information and communication systems, which made it possible to bring consular activities in line with the new Law on Mobilisation.



MTWTU's  
Address



Ministry  
of Foreign  
Affairs'  
Clarification

# FIGHT FOR THE RIGHTS



## MTWTU PROPOSALS: UPDATED NATIONAL TRANSPORT STRATEGY OF UKRAINE UNTIL 2030

**E**nsuring the restoration of Ukraine's transport infrastructure and further sustainable development of the national transport system of Ukraine is impossible without guaranteeing decent working conditions for transport workers. Creating new jobs in the transport industry of



Ukraine, developing opportunities for transport workers to receive modern education and training, knowledge and skills, and guaranteeing the protection of labour and social rights of transport workers should be the main goals of the updated National Transport Strategy of Ukraine until 2030. The draft of the strategy is published on the official website of the Ministry for Communities and Territories Development of Ukraine. The MTWTU emphasizes that Ukraine should join other maritime states that have recognised seafarers and other maritime personnel as key workers. The MTWTU proposes to supplement the draft Operational Plan for implementing the updated National Transport Strategy of Ukraine with a set of tasks.



MTWTU's  
Proposals

FIGHT FOR  
THE RIGHTS

 A stylized line-art illustration of two raised fists, one above the other, symbolizing solidarity and the fight for rights. The text 'FIGHT FOR THE RIGHTS' is written vertically in a large, outlined font to the right of the fists.

## REQUEST REGARDING THE UNIFIED STATE QUALIFICATION EXAM IN 2025



On 25 October 2024, the Marine Transport Workers' Trade Union of Ukraine sent a letter to the Deputy Prime Minister for Restoration of Ukraine — Minister for Communities and Territories Development Kuleba Oleksiy and Minister of Education and Science of Ukraine Lisovyi Oksen regarding the organization and conduct of the Unified State Qualification Exam (USQE) for

students in the speciality 271 'Maritime and Inland Water Transport' in 2025.

The MTWTU request is as follows:

- to postpone the introduction of the USQE as a compulsory component of the certification of students for the speciality 271 'Maritime and Inland Water Transport' until the end of martial law and within one year after its termination or cancellation;
- to provide maritime educational institutions with the right to determine the form of certification of students independently.





On 26 November 2024, the Ministry of Education and Science of Ukraine responded to the MTWTU's letter. The Ministry informed that organizing and technically ensuring the conduct of the USQE abroad is currently impossible. This is due to the need for additional funding, significant human resources, the development of extra sets of test tasks, the use of appropriate premises, and compliance with other requirements established by the Procedure for the certification of students in the form of the USQE.



Given that no response has been received from the Ministry for Communities and Territories Development of Ukraine, the MTWTU proposed to immediately establish a joint working group on the organization and conduct of certification of students in the speciality 271 'Maritime and Inland Water Transport' at the first (bachelor's) level of higher education in 2025.



MTWTU's  
Request



Ministry  
of Education  
and Science's  
Response

FIGHT FOR  
THE RIGHTS



## ADOPTED: GUIDELINES ON FAIR TREATMENT OF SEAFARERS DETAINED ON SUSPICION OF COMMITTING CRIMES



On 26-28 November this year, the Joint ILO/IMO Tripartite Working Group held a meeting at the International Labour Organization headquarters in Geneva, adopting the Joint ILO/IMO "Guidelines on the fair treatment of seafarers detained on suspicion of committing crimes".

Adoption of these Guidelines is particularly important for the MTWTU, as it was our Trade Union that submitted the

first document to the IMO Legal Committee in 2018, highlighting the urgent need to address the issue of unjustified detention of seafarers on suspicion of committing crimes and the violation of their rights during such detentions.

Over the past six years, the MTWTU, with the support of the Ministry of Foreign Affairs of Ukraine and the ITF, has been preparing all the necessary documents to ensure the adoption of these Guidelines. Representatives of the MTWTU constantly participated in the work of the IMO Legal Committee, correspondence, and working groups on the preparation of the draft Guidelines text.



Guidelines  
Text

FIGHT FOR THE RIGHTS



# MTWTU AND ITF: SEAFARERS' GUIDANCE



Consultation plays a key role in the support provided to seafarers by the MTWTU and ITF. Every day, hundreds of industry workers face legal, professional and personal challenges that require expert assistance. Thanks to the experience and knowledge of the MTWTU and ITF specialists, seafarers receive professional advice on labour contracts, working conditions, legal protection and other important aspects of their work.

These consultations not only help solve specific problems, but also raise seafarers' awareness of their rights, ensuring their confidence and protection at every stage of their professional career.



## ITF INSPECTORATE



The International Transport Workers' Federation plays a crucial role in protecting seafarers' rights worldwide. ITF inspectors operate in ports across the globe, ensuring that seafarers receive fair treatment, proper working conditions, and wages as per their employment contracts. These inspectors conduct vessel inspections, handle seafarers' complaints, and intervene in cases of mistreatment, abandonment, or wage disputes. Through their dedicated efforts, ITF inspectors help enforce international maritime

labour standards and provide critical support to seafarers facing challenges at sea and in ports.

In Ukraine, the ITF inspectorate continues to provide vital support, addressing various issues. Nataliya Yefrimenko, ITF Inspector in Ukraine, not only assists Ukrainian seafarers and those in Ukrainian ports but also provides help to all seafarers worldwide through case handling, ensuring their rights are protected regardless of location.

In 2024, the MTWTU and the ITF Inspector continued to receive numerous seafarers' claims through various channels, including email, phone, chatbot, and personal applications.





In the Black Sea region, the most common issues for seafarers include unpaid wages and employment agreement violations, ranking first and second among claims. Additionally, concerns frequently arise regarding the accessibility and validity of collective or individual agreements. The absence of these agreements, their inconsistency with the flag state's national regulations, or their non-compliance with stipulated terms create significant challenges for seafarers. Another persistent issue is the failure of vessels to meet international standards, which directly impacts maritime safety and poses risks



to seafarers' lives. Problems related to medical care accessibility, death cases on board, and associated insurance conditions are also among the most concerning reasons to apply to the Trade Union and ITF Inspectorate. Additionally, work in War/Warlike areas remains a critical issue, which often requires consultation. Other alarming concerns include seafarers' criminalization, abandonment, and challenges related to shipwreck incidents.





On a global scale, while the statistics of issues varies slightly, the core challenges remain consistent. International standards non-compliance has persistently ranked as the top concern, as reported by ITF inspectors worldwide. Unpaid wages continue to be a major issue, holding the second position in reported claims. In 2024, medical care-related problems ranked third, followed by death cases on board. Unfortunately, seafarers' criminalization and operations in War/Warlike areas remain among the top concerns globally.

The work of ITF Inspectors is crucial in safeguarding seafarers' rights and ensuring their welfare in a challenging and often unpredictable industry. Seafarers facing uncertainty, contractual doubts, or mistreatment should not hesitate to contact the Inspectorate. Seeking assistance early can prevent more significant problems and ensure proper guidance in complex situations. Whether through inspections or consultation, ITF Inspectors provide the necessary expertise and protection to help seafarers navigate their professional challenges confidently.





## CASES



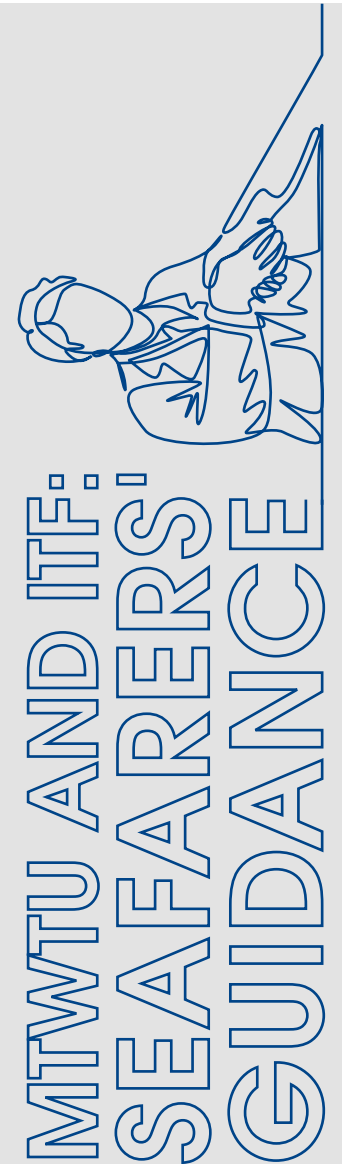
The following case studies demonstrate real-life situations where ITF Inspector in Ukraine Nataliya Yefrimenko took action to defend seafarers' rights, ensuring fair treatment, proper working conditions, and adherence to contractual obligations.

### LONG JOURNEY HOME: MTWTU HELPS WITH REPATRIATION STRUGGLES

At the end of October, a crew member from the MV Zuzanna (IMO 8203555, flagged in Cameroon)

addressed the Marine Transport Workers' Trade Union of Ukraine, requiring assistance. The Iranian seafarer had disembarked in the port of Reni, Ukraine, and needed to be repatriated to Iran. He was staying in company-rented accommodation for a few days already but had little guidance on the next steps, aside from knowing that he could not fly directly from Ukraine and would require a transit visa for Moldova to reach an international airport. Upon receiving the request, the ITF Inspector contacted the company, which informed of the arrangement of the seafarer's travel to Kyiv to obtain the necessary visa for Moldova to continue his journey.

The visa processing and other travel arrangements took several days, during which the seafarer remained in Kyiv. An extended stay in Ukraine, however, could add another potential complication, but luckily, the visa was issued soon. The seafarer preferred a direct flight to his hometown, which was only possible through the UAE, another country where he must



possess a visa. However, the company booked a ticket through Türkiye, which actually facilitated the process slightly. The entire repatriation was lengthy and stressful for the seafarer, with each step requiring quick decisions from both the seafarer and the Inspector due to the company's reluctance. Although the seafarer eventually reached home safely, these difficulties could have been avoided if the company had arranged his signing-off earlier, such as in ports in Georgia or Turkey, which the vessel called after the minimum term of his contract was reached.



## MTWTU STANDS BY SEAFARERS THROUGHOUT CHALLENGING CASE

In November 2024, two seafarers, members of MTWTU, found themselves involved in legal and procedural complications while abroad. They were detained following an accident involving a fellow crew member, which resulted in a serious hand injury.

The following day, both seafarers were signed off the vessel, reportedly to provide statements to the police. However, after giving their testimonies, they were placed in a hotel without explanation, while their documents were retained. For several days, there was no communication from the company

## MTWTU AND ITF: SEAFARERS' GUIDANCE



regarding their situation or next steps, leaving them in uncertainty about the duration of their stay and the legal implications.

MTWTU immediately intervened, facilitating contact with consular services, whose involvement was useful in resolving key aspects of the case. In parallel, the Union maintained continuous communication with the employing company and fraternal trade union, addressing concerns and seeking resolutions to protect the rights and well-being of the crew members.



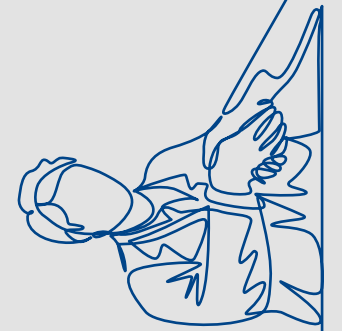
Eventually, following more than a month of proceedings, both seafarers were released and safely departed home. The case was officially closed.

Tragically, MTWTU later learned that one of the seafarers had passed away. To support the family of the deceased seafarer, MTWTU provided financial assistance.

Later, another seafarer confirmed receipt of payment for the period spent ashore after off-signing until repatriation. The family of the deceased seafarer has also received the allocated funds.

Ensuring that all financial matters were properly settled for the seafarers and their families remained one of MTWTU's key concerns.

MTWTU reaffirms its commitment to standing by seafarers in times of need, advocating for their rights, and ensuring their well-being, regardless of the challenges they face.



MTWTU AND ITC:  
SEAFARERS'  
GUIDANCE



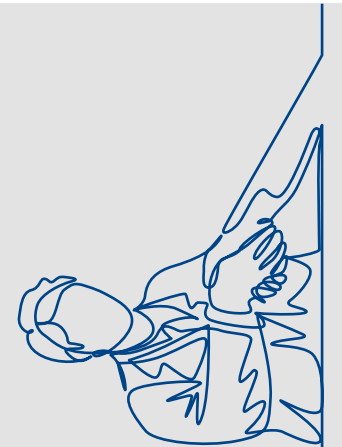
### ITF & MTWTU ACTION: USD 55 000 WAGES RECOVERED

On January 8, 2025, a seafarer's wife contacted the ITF Inspector in Ukraine, Nataliya Yefrimenko. She reported that her husband, serving aboard the vessel Asphalt Maris (IMO 9297101, flagged in Panama), had not received his wages since October 24, 2024, the date of his embarkation on the vessel. She did not provide any supporting documents, so ITF Inspector advised that the seafarer should contact her directly.



On January 28, the seafarer reached out, providing full details of his claim, including information on outstanding wages, his employment contract, and the company's contact details. Upon reviewing the case, Inspector in Ukraine noted that the vessel was scheduled to call the port in Mumbai, India, on January 29. She forwarded all relevant information to ITF Inspector Sushil Deorukhkar and shared his contact details with the seafarer. The case involved wage non-payment affecting three crew members — two Ukrainians and one Latvian — aboard the M.T. Asphalt Maris. The complaint raised concerns about wage arrears and potential violations of the Maritime Labour Convention, 2006 and other International Labour Organization standards. The same day, Sushil Deorukhkar confirmed that he would take immediate action upon the vessel's arrival at Mumbai Port.

ITF Inspector Sushil Deorukhkar monitored the vessel's arrival at Mumbai Port and boarded M.T. Asphalt Maris on January 29, 2025, for an inspection. He identified several violations, including unpaid wages for three crew members over the past three months and salaries below the ILO minimum standards. The prolonged non-payment constituted a breach of the MLC, 2006, classifying



MTWTU AND ITF:  
SEAFARERS'  
GUIDANCE



the case as abandonment. Additionally, the seafarers' employment agreements referenced an ITF collective bargaining agreement that was not found on board. The inspection also revealed a shortage of drinking water and substandard accommodation conditions.

Given the severity of the situation, Sushil immediately alerted the Indian maritime authorities, who promptly boarded the vessel for a thorough inspection. Their assessment revealed 13 deficiencies, including irregularities in employment contracts and wage payments, the absence of a certificate of fitness for carrying chemicals, and violations of SOLAS regulations, along with a shortage of drinking water. As a result, on January 30, 2025, the

vessel was issued a Notice of Detention, requiring all deficiencies to be rectified before departure from Mumbai Port.

By January 31, 2025, all three affected crew members received their full outstanding wages, with a total of USD 55,059 recovered.

The vessel remained at Mumbai Port until all deficiencies were fully addressed. There, two Ukrainian seafarers were recommended to leave the vessel and depart to their homes. However, they agreed to the company's offer to be transferred to another company's vessel in the territorial waters of UAE, where they will await visa issuance and the arrangement of their repatriation.

*The above information reflects the status of the case as of early February.*

# MTWTU AND ITF: SEAFARERS' GUIDANCE





## MTWTU SPECIALISTS PROVIDE CONSULTATIONS



The MTWTU regularly provides consultations to seafarers on a range of inquiries. In 2024, a significant number of them concerned issues related to seafarers' working documents and obtaining permits to cross the state border of Ukraine to work on foreign ships.

**62**  
CONSULTATIONS

REGARDING  
SEAFARERS' WORKING  
DOCUMENTS

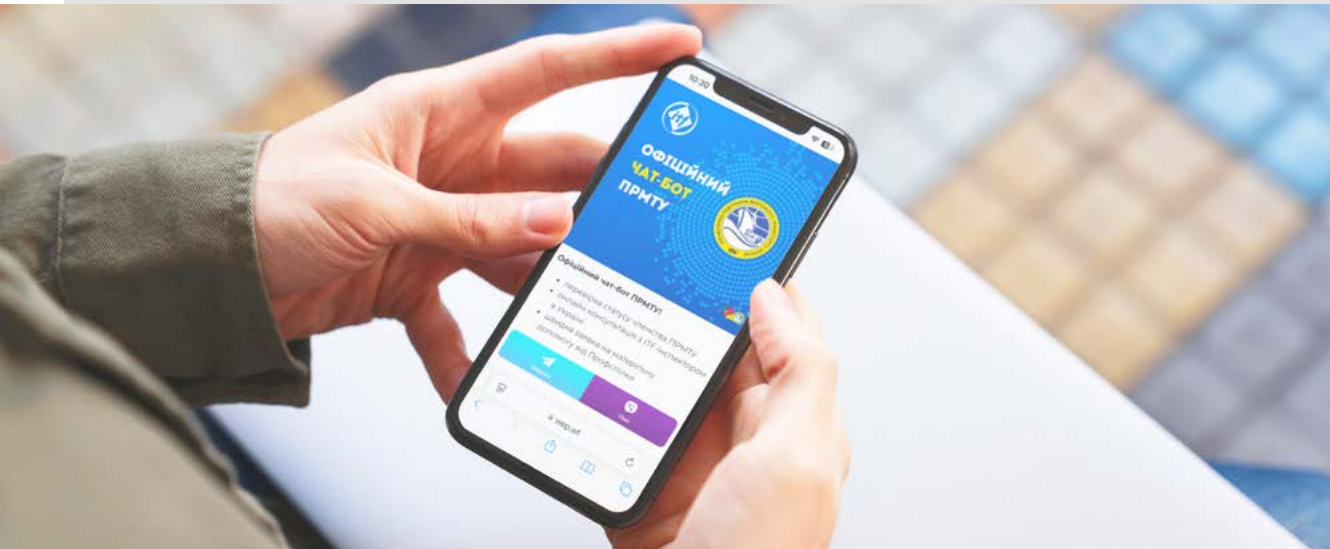
**124**  
CONSULTATIONS

REGARDING  
CROSSING THE STATE  
BORDER FOR WORK



## HELPING SEAFARERS AT ONE CLICK

In 2024, the MTWTU chatbot proved its effectiveness as a reliable digital assistant for Union members and all interested users. Amid high demand for information and support, the chatbot actively responded to numerous inquiries, providing quick access to relevant data and consultations.



# 2024

## TOTAL NUMBER OF USERS

ABOUT **75 000** CONTACTED THE CHATBOT

**2157** HAVE USED THE CHATBOT SERVICES

## KEY USER REQUESTS

**1001** MTWTU MEMBERSHIP VERIFICATION

**203** ITF-RELATED QUESTIONS

**182** SEAFARERS' CERTIFICATION

**559** PROVISION OF FINANCIAL ASSISTANCE

Other issues include conditions of participation in MTWTU activities and events, and opportunities to receive additional support from the Union.

# NATIONAL- LEVEL WORK



This year, the Marine Transport Workers' Trade Union of Ukraine has established a systematic collaboration with numerous partners at the national level concerned about the maritime sector's challenges and eager to address the issues confronting seafarers and port workers while strengthening our country for future generations.

We have remained open to new connections and meetings, continued to generate innovative ideas, and explored pathways to restoring a resilient shipping community. The Union has enhanced its interaction with executive authorities, state institutions, and enterprises to move closer to a strong and secure prosperity for this strategically significant sector of Ukraine.

The Union will continue to support the national partnership trajectory to achieve new goals for our members.





# MTWTU'S EFFORTS TO RATIFY MLC, 2006



On 4 December, the Marine Transport Workers' Trade Union of Ukraine, in cooperation with the Danish trade union 3F and with the support of



the International Labour Organization Country Office in Ukraine, held a roundtable discussion on "Practical Application of the Maritime Labour Convention, 2006 for the Protection of Labour and Social Rights of Ukrainian Citizens — Seafarers".

The Roundtable was attended by representatives of the Ministry of Economy of Ukraine, the Ministry of Foreign Affairs of Ukraine, the Ministry of Health of Ukraine, State Service for Maritime, Inland Waterway Transport and Shipping of Ukraine, the State Labour Service of Ukraine, leading maritime legal experts and other stakeholders.

The MTWTU is perhaps the only lobbyist for Ukraine's soonest ratification of this Convention. The MTWTU has repeatedly organized conferences, meetings, roundtables, and seminars with the largest Ukrainian crewing companies, international shipowners, and ILO representatives to explain to the authorities in Ukraine the importance, need, and urgency of ratifying MLC, 2006.



The MTWTU engaged the Ministry for Communities and Territories Development of Ukraine and the State Service for Maritime, Inland Waterway Transport and Shipping of Ukraine in discussions, sending numerous letters and requests. It also constantly provides expert support, comments, and suggestions to the draft laws of Ukraine that were developed to implement the provisions of this Convention into Ukrainian national legislation.



The main topics addressed included the key provisions and instruments of the Convention, the practical application of the 2014 amendments to assist seafarers abandoned by shipowners, an overview of the 2018 amendments, and an overview of the draft amendments to the MLC, 2006, submitted to the Tripartite Committee to be held in April 2025. A separate topic of the Roundtable was the presentation of the Guidelines on Fair Treatment of Seafarers Detained on Suspicion of Committing Crimes.





## PRESERVING HUMAN CAPITAL



A working meeting was held at the Trade Union office between the MTWTU Chairman, Oleg Grygoriuk, and the Head of the Ukrainian Sea Ports Authority, Yuriy Lytvyn. They discussed the current challenges, possible ways to address them, and promising areas of cooperation. It was noted that a fruitful social dialogue and preservation of human capital in the current environment are the keys to the development of the maritime sector and seaports in Ukraine.



## NATIONAL-LEVEL WORK



## JOINT INITIATIVES TO SUPPORT YOUTH

**M**TWTU Chairman Oleg Grygoriuk met with the Odesa Regional Employment Centre Director, Mykyta Koreniev.



During the discussion, the participants exchanged ideas on possible directions of cooperation. Particular attention focused on supporting youth — cadets and graduates of maritime educational institutions who are taking the first steps in their professional careers. They considered the possibility of organizing joint educational and information events, internship and practice programmes, as well as assisting in the employment of young professionals.

Special mention was made of opportunities for youth to receive micro grants to start their businesses. They also discussed employment opportunities for those affected by the war and needing new professional skills.

The parties agreed to further cooperation and implementation of joint initiatives to support young people and strengthen their competitiveness in the labour market.

# NATIONAL- LEVEL WORK



## DEVELOPMENT OF THE MARITIME INDUSTRY IN A CONTEXT OF CHALLENGES



**A** delegation from the Shipping Register of Ukraine, headed by its General Director Serhii Gurskyi, visited the MTWTU office.

During the meeting, the participants discussed a number of important issues, including support for maritime transport

workers, improving shipping safety and the perspectives for the development of the industry in the face of current challenges.

The Shipping Register of Ukraine is an inspection body accredited in accordance with the international standard ISO/IEC 17020. The organization has a quality management system certified in accordance with ISO 9001. The Register takes an active part in the implementation of national and international rules and standards within the scope of the Flag Administration's authority.

The meeting was another step in establishing dialogue and strengthening cooperation between the organizations. The MTWTU continues to actively work on building partnerships aimed at solving key issues of the maritime community and ensuring the stable development of the industry.

## NATIONAL- LEVEL WORK





# INTERNATIONAL SOLIDARITY SUPPORT



Achieving safety, peace, and stability is a challenging goal that has accompanied us in our activities since the beginning of the full-scale invasion. And it is our international partners who help us every day to fulfil this mission: to overcome the conscious cynical terror of the enemy, who is constantly trying to wipe out Ukraine from the map and destroy everything Ukrainian.

We are sincerely grateful that we have such strong support as the European community, which, like us, wants not only to stop the deaths and destruction on our land but also to do everything to ensure that the war never starts again. Our Trade Union clearly understands that by uniting in a common struggle, we will guarantee the safety of those who work at critical infrastructure facilities; we will be able to open the borders for seafarers and improve their families' lives.

We are striving not to stop international cooperation and continue moving towards Victory with our partners. We thank them for their faith in us and Ukraine, their comprehensive support, and their actions to confirm their dedication to our shared values and aspirations for peace, freedom and well-being.

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## MTWTU AND DANISH TRADE UNION 3F: GLOBAL SUPPORT FOR UKRAINIAN TRANSPORT WORKERS



Since 2022, the Marine Transport Workers' Trade Union of Ukraine, together with the Danish trade union 3F, has been successfully implementing a large-scale



project aimed at supporting Union members in the difficult conditions of martial law. The programme of events was aimed at raising awareness and information, in particular by organizing meetings with top and highly qualified speakers on various relevant topics. In 2024, the fruitful cooperation continued, allowing the MTWTU and 3F to effectively develop the project and achieve new results.





## UPDATING LABOUR LEGISLATION AND SOCIAL DIALOGUE

Informational meetings and seminars on Social Dialogue and Labour Protection were held for MTWTU leaders and activists.

The speakers informed the event participants about the state of social dialogue in Ukraine and the participation



of trade unions at various levels. They provided a detailed analysis of the consequences of military aggression on the Ukrainian economy. Additionally, they presented the already adopted Law of Ukraine "On Collective Bargaining Agreements and Contracts".

The experts acquainted the participants with the prospects of changes in labour protection that may occur with adopting the new Law "On Safety and Health of Employees at Work".



## TRAINING FOR SAFETY

An informational seminar on labour protection was held for MTWTU members, both face-to-face and remotely.

The seminar brought together employees responsible for labour protection at enterprises, authorised representatives of MTWTU's local trade union organizations, and those



who perform high-risk work. The speaker was the auditor of Ukraine's labour protection management system, who shared important and relevant information with the participants.

They discussed key aspects of labour protection legislation, including the latest changes and innovations. Considerable attention was paid to the issues of first aid for accident victims and the organization of high-risk work.





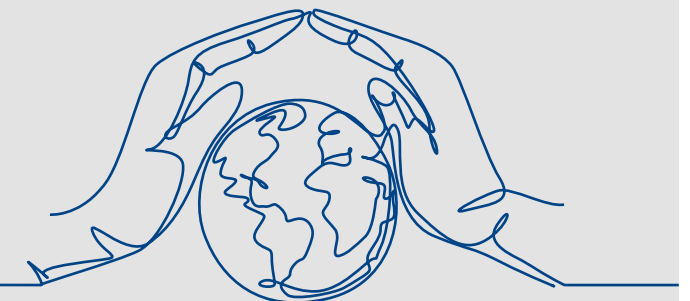
# INFORMATIONAL SUPPORT OF MTWTU AND 3F



Occupational safety posters were sent to the local trade union organizations of enterprises that have vessels and employees of the crew. This informational material reminds crew members of the importance of following safety rules at work. They are created to ensure that employees take care of their safety.



# INTERNATIONAL SOLIDARITY SUPPORT





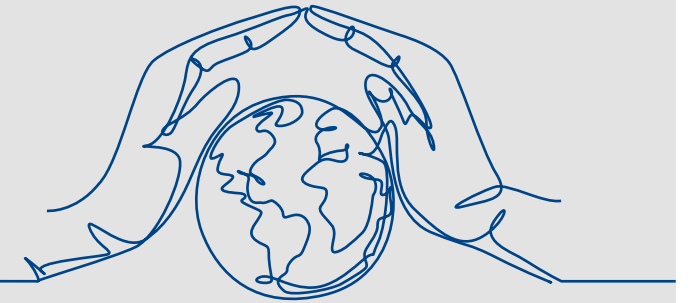
## PSYCHOLOGICAL APPROACH TO MOTIVATION

The Izmil International Seamen's Club held an information seminar for local leaders, members of Union committees, and active members.

Participants discussed modern approaches to motivating maritime transport workers, key aspects of creating a positive social and psychological climate in teams, and the role of union membership in maintaining and developing professional interests.



## INTERNATIONAL SOLIDARITY SUPPORT



## DANISH EXPERIENCE FOR DEVELOPMENT OF LABOUR MARKET IN UKRAINE



Jointly with the International Labour Organization in Ukraine, the United Federation of Danish Workers 3F is implementing the project "Inclusive Labour Market



for Job Creation in Ukraine" with the financial support of the Danish Government.

As part of this project, a study visit, "Labour Market Dialogue — Danish Experience in Collective Bargaining", was organized in Copenhagen, Denmark.

The tripartite delegation included representatives of the Ukrainian government, employers, and trade unions, as well as representatives of sectoral trade unions, namely the Marine Transport Workers' Trade Union of Ukraine.

The purpose of the visit was to learn about the peculiarities of social dialogue in Denmark, in particular, collective bargaining and the system of labour dispute resolution, as well as practical approaches to implementing dialogue in the labour market in accordance with international labour standards and EU legislation. The participants discussed prospects and opportunities for further cooperation in the context of strengthening the positions of trade unions and democratising social dialogue in Ukraine.



INTERNATIONAL  
SOLIDARITY  
SUPPORT



## LONG-TERM PARTNERSHIP BETWEEN MTWTU AND ILO



### ILO COUNTRY OFFICE DELEGATION VISIT ODESA

**A**t the invitation of the Marine Transport Workers' Trade Union of Ukraine, a delegation of the International Labour Organization led by Aida Lindmeier, Director of the ILO Country Office for Ukraine, which was opened in early 2024,

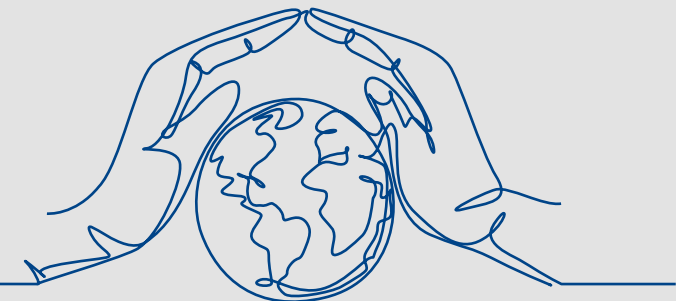
arrived in Odesa on a mission. The MTWTU organized a series of introductory meetings for the guests, which began at the MTWTU office.

MTWTU Chairman Oleg Grygoriuk described the humanitarian and social projects implemented in cooperation with international partners during the full-scale war to support MTWTU members.

They discussed, among other things, the safety of maritime transport workers, especially port infrastructure, which is under the destructive influence of the aggressor.

Meetings were also held in Odesa with representatives of the Odesa Regional State (Military) Administration, the State Enterprise "Ukrainian Sea Ports Authority", and the National University "Odesa Maritime Academy".

## INTERNATIONAL SOLIDARITY SUPPORT











## MEETINGS WITH ILO REPRESENTATIVES IN KYIV

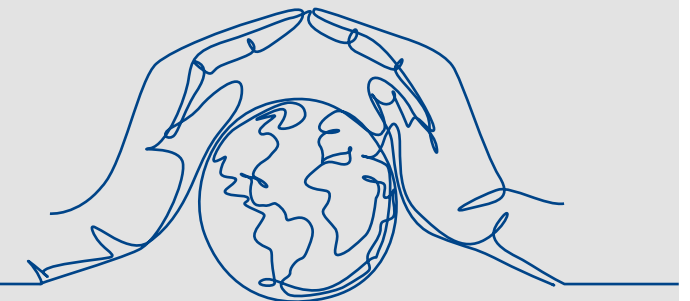
**A**s part of a working visit to Kyiv, MTWTU Chairman Oleg Grygoriuk and Coordinator of the Nordic Transport Workers' Federation (NTF) Christer Norfall met with Aida Lindmeier, Director of the ILO Country Office for Ukraine and



Sergiy Savchuk, ILO National Coordinator in Ukraine. They discussed current cooperation within the framework of ILO activities to support social partners in Odesa, including the results of the Ukrainian Maritime Forum recently organized and held by the Union in London; the importance of Ukraine's ratification of the MLC, 2006, and the Union's long-term work in this area.

Continuing to work together for decent work in the maritime industry, in November of the same year, Oleg Grygoriuk met again with ILO representatives and this time with Casper Edmonds, Head of Unit, Extractives, Energy and Manufacturing, Sectoral Policies Department at the ILO. The meeting focused on closer cooperation, including initiatives aimed at improving the working conditions of Ukrainian maritime workers.

# INTERNATIONAL SOLIDARITY SUPPORT







## MTWTU WORKS FOR DECENT WORKING CONDITIONS FOR UKRAINIAN SEAFARERS AND DOCKERS

The MTWTU Chairman, Oleg Grygoriuk, held productive meetings with International Labour Organization representatives in Geneva. Particularly, the discussion was conducted with Corinne Vargha, Director of the International Labour Standards Department; Frank Hagemann, Director of ILO Sectoral Policies Department; Tariq Haq, Head of the Regional Economic and Social Analysis Unit; Christine Bader, Maritime Specialist at ILO; Emmanuel Julien, Deputy Regional Director for Europe and Central Asia (ECA).



One of the main issues was Ukraine's ratification of the MLC, 2006.

At the meeting, the MTWTU emphasized the need to ratify other documents related to protecting the rights and improving working conditions for seafarers, such as the Seafarers' Identity Documents Convention (Revised), 2003 and the Occupational Safety and Health (Dock Work) Convention, № 152.



## INTERNATIONAL COOPERATION FOR SUSTAINABLE ECONOMY

The MTWTU participated in the seminar "Unions and a Just Transition: Creating a Future for Workers", organized with the support of the International

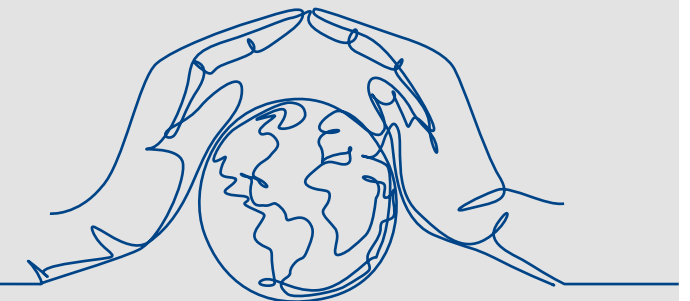


Labour Organization. The main goal of the event was to develop trade union strategies and policies that will help the maritime industry adapt to new conditions while maintaining decent working conditions and developing green workplaces.

Union leaders from Ukraine, Georgia, Moldova, Kazakhstan and Armenia discussed the maritime sector in Ukraine and the Black Sea region, the results of the 29th session of the Conference of the Parties (COP29) to the UN Framework Convention on Climate Change, and focused on defining social dialogue platforms where unions can promote the foundations for a just transition.

The MTWTU Chairman, Oleg Grygoriuk, discussed the main initiatives to create an environmentally sustainable economy during the presentation of maritime sector unions.

## INTERNATIONAL SOLIDARITY SUPPORT





## DIALOGUE WITH EUROPEAN COMMISSION



The MTWTU delegation, led by its Chairman Oleg Grygoriuk, met at the European Commission with Barbara Sellier, Deputy Head of the Unit, and



Justyna Bartnicka, the Policy Officer. Our fast-moving reality directly impacts the maritime industry, so discussions of critical aspects of development are becoming extremely relevant to adapt to new challenges. Such meetings not only strengthen our position in the global arena but also help introduce new practices that meet modern requirements and standards.





## VISIT TO EUROPEAN ECONOMIC AND SOCIAL COMMITTEE



Given Ukraine's candidate status for EU membership, visiting the European Economic and Social Committee (EESC) was an important step.



Understanding the EESC's work is crucial for MTWTU as it engages with EU institutions.

The delegation's meeting with Katarina Albrechtova, Policy Officer, provided valuable insights into the EESC's role and contributions. This discussion underscored the committee's importance in representing diverse societal interests and shaping EU policies.



## NEGOTIATIONS WITH EUROPEAN COMMUNITY SHIPOWNERS' ASSOCIATIONS



**M**TWTU's work continues in cooperation with the European Community Shipowners' Associations (ECSA), representing the national shipowners' associations of the EU and Norway. ECSA plays a vital role in promoting the interests of European shipping at the global

level. They are instrumental in shaping maritime policies that foster competitiveness and drive sustainable growth. MTWTU remains committed to active collaboration with key European shipowners' associations, including those from Norway, Denmark, and the Netherlands. The Trade Union strives to ensure fair working conditions for seafarers and promote the future development of the maritime sector.





## MTWTU REPRESENTED UKRAINE IN PORTWORKER DEVELOPMENT PROGRAMME



The Marine Transport Workers' Trade Union of Ukraine and the Ukrainian Sea Ports Authority represented Ukraine in the Portworker Development Programme



in Bulk Terminals (PDPII), launched by the International Labour Organization. The training took place at the Busan Port Training Institute.

The project aims to assist governments and seaport authorities in building an effective port worker training system to improve bulk cargo handling, working conditions, safety, and welfare of port workers.



## LABOUR MIGRATION AND TRADE UNIONS



The Marine Transport Workers' Trade Union of Ukraine joined the discussion of key aspects of labour migration at the International Labour Organization seminar held in Lithuania.



The event's main goal was to facilitate dialogue and cooperation between all stakeholders to strengthen the protection of labour migrants' rights and facilitate their integration into the union movement of host countries. It became an important platform for sharing experiences and establishing cooperation between trade unions from different countries to identify global and regional trends in labour migration. It also aimed to continue promoting non-ratified conventions to improve working conditions for migrants and ensure equal opportunities in the labour market.





## SOLIDARITY BEYOND BORDERS



The MTWTU participated in the Trade Union Summit for Ukraine, organized by the European Trade Union Confederation (ETUC). It was held in Lublin, Poland, and brought together about 120 representatives of various European trade unions. The European Transport Workers' Federation actively attended the event.



Prior to the summit, the ETF met with Ukrainian transport unions, whose members are maintaining vital supply chains in the wartime situation, risking their lives every day. The meeting discussed the current problems of transport workers and focused on the key issues that should be raised at the summit and with the European Commission to ensure successful preparation for Ukraine's European integration.





## UKRAINE AT THE GLOBAL MARITIME STAGE



The MTWTU, with the support of the ITF and the State Service for Maritime, Inland Waterway Transport and Shipping of Ukraine, held the Ukrainian Maritime Forum in London.

The event brought together about a hundred participants from the global maritime industry: representatives of ITF, IMO,

ILO, leading shipowners, trade unions, charities and educational institutions.

The Forum became a platform for discussing the future of the Ukrainian maritime industry and strengthening international cooperation. The MTWTU presented its vision of Ukraine as a key supplier of highly qualified maritime professionals and a perspective centre for investment in the maritime economy, education and digital technologies.





## MEETING IN THE NORWEGIAN PARLIAMENT

**M**TWTU Chairman, Oleg Grygoriuk, met with Ine Marie Eriksen Søreide, the Head of the Committee on International Relations in the Norwegian

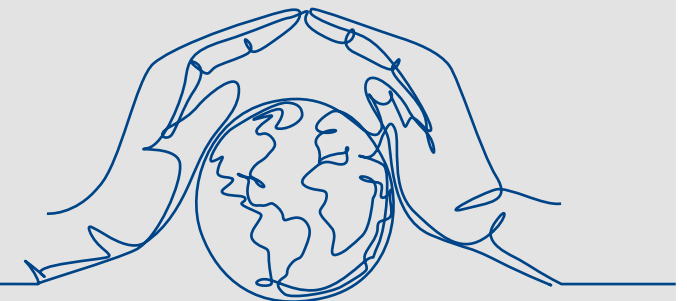


Parliament. Eriksen Søreide has played significant roles in the Norwegian government, notably as the Foreign Minister from 2017 to 2021, becoming the first woman to hold this position. Previously, she served as the Minister of Defence from 2013 to 2017. As a member of the Conservative Party, she was elected to the Parliament from Oslo in 2005.

During the meeting, Oleg Grygoriuk shared the current realities faced by the Ukrainian people, focusing on the challenges encountered by Ukrainian seafarers.

Ine Marie Eriksen Søreide expressed her sincere support for our struggle and highlighted the importance of MTWTU's work during such a difficult time for the country.

## INTERNATIONAL SOLIDARITY SUPPORT



## STRENGTHENING INTERNATIONAL RELATIONS



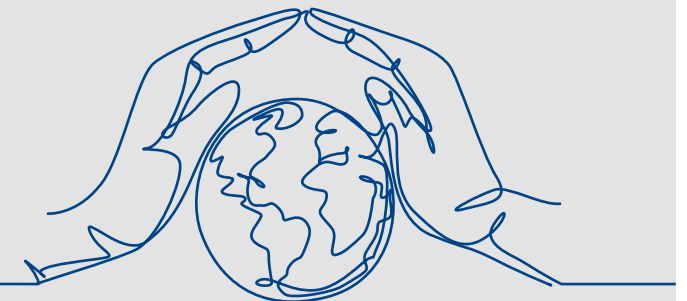
The meeting between representatives of the MTWTU and Union to Union was a significant event aimed at strengthening cooperation between Ukrainian and



Swedish trade unions. Over 25 representatives from various industry unions, including the transport unions SEKO and TRANSPORT, which have consistently supported Ukrainian seafarers and port workers during the full-scale invasion, participated in the event. MTWTU Chairman Oleg Grygoriuk provided a detailed overview of the current challenges that Ukrainian transport workers face.

He emphasized the importance of international cooperation and noted that Swedish partners have already provided humanitarian aid and continue to seek new opportunities to strengthen support for their Ukrainian colleagues. Participants discussed new forms of assistance and prospects for further collaboration.

## INTERNATIONAL SOLIDARITY SUPPORT





## SUPPORT OF THE NORDIC TRANSPORT WORKERS' FEDERATION



The Nordic Transport Workers' Federation has repeatedly demonstrated its solidarity with our country and its citizens. Christer Norfall, NTF Coordinator, visited Ukraine for the second time, again during the war.

Christer Norfall, together with the MTWTU Chairman Oleg Grygoriuk, met with the chairs of the MTWTU's local trade

union organizations. They discussed the current challenges the MTWTU members face and ways to protect their rights in these difficult times.

Therefore, Christer Norfall was particularly interested in the stories of how local trade union organizations support maritime transport workers in wartime by providing them with the necessary resources and assistance. He emphasized the importance of international solidarity and cooperation in these challenging times.



## UKRAINIAN SEAFARERS LEADING GLOBAL TRADE



The MTWTU, with the support of the Embassy of Ukraine in Singapore and ASP Ships Group, organized the Ukrainian Maritime Event in Singapore, inviting about 70 representatives of global shipping and industry service companies, specialised organizations, banks and Singaporean partners of the Ukrainian maritime industry.



Its primary goals were to create new jobs for Ukrainian seafarers, discuss current challenges, and raise international community's awareness about their significant contribution to the maritime industry. Despite all the difficulties, the MTWTU is committed to proving that Ukrainian seafarers continue to work with dedication and professionalism. The event also provided an opportunity to answer shipowners' questions, remove doubts about hiring Ukrainian seafarers and support their positive image in the global community.





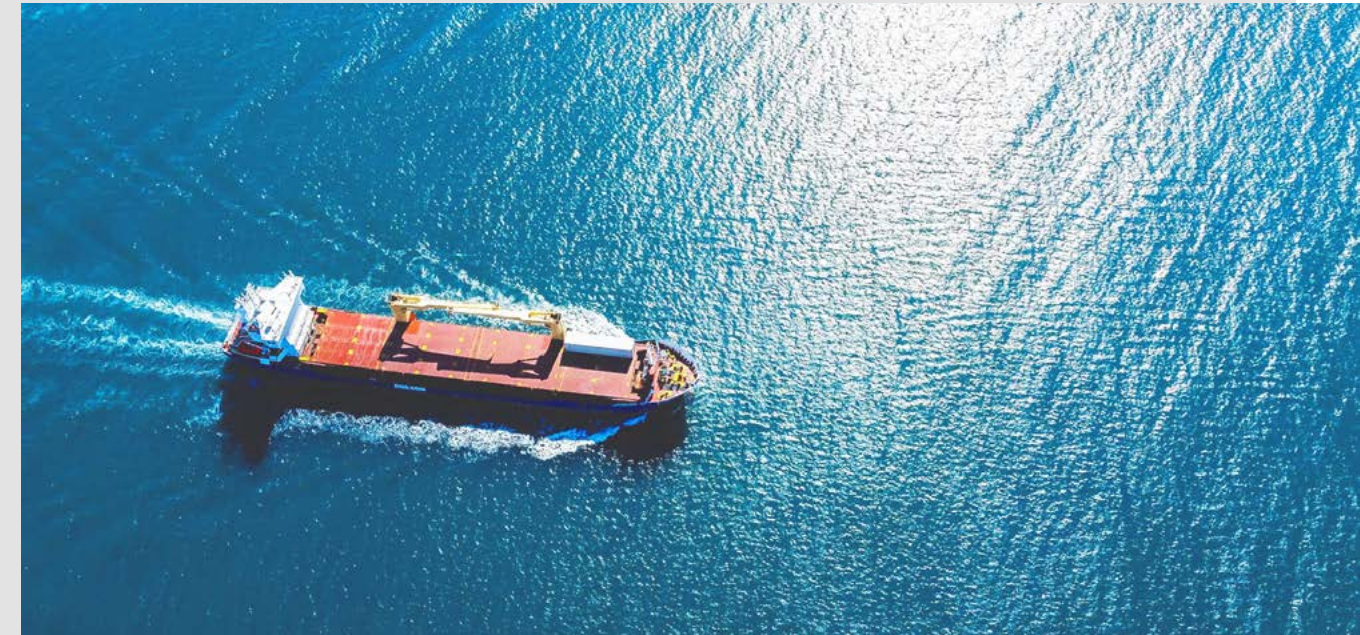
## JOINT EFFORTS TO SUPPORT UKRAINIAN TRANSPORT WORKERS

**O**leg Grygoriuk, Chairman of the MTWTU, met with Yevheniia Filipenko, who was holding the post of the Permanent Representative of Ukraine to the UN Office and other international organizations in Geneva.



The main focus was on supporting Ukrainian maritime transport workers and protecting their rights both in Ukraine and abroad.

Yevheniia Filipenko also raised the issue of violating employees' right to free choice of association by forcing them to join any public organization in Ukraine's temporarily occupied territories.



## SOLIDARITY AND SUPPORT IN DIFFICULT TIMES



The MTWTU took part in the Congress of the Maritime Section of the SEKO trade union (Sweden). The leaders of this trade union were among the first to



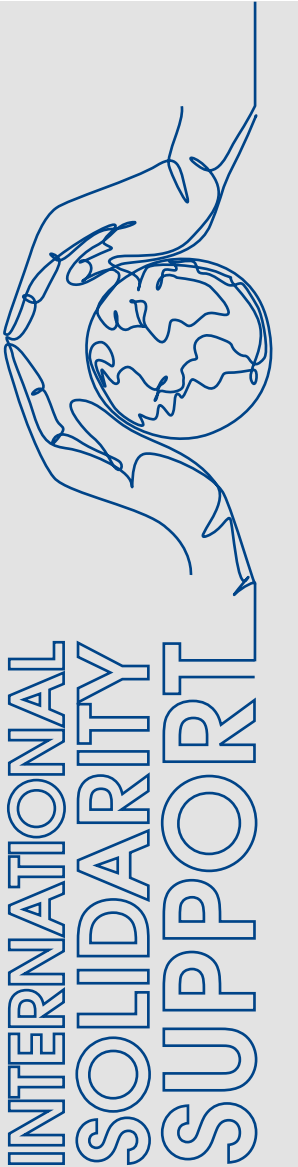
support the MTWTU since the beginning of russia's aggression.

Oleg Grygoriuk, MTWTU Chairman, talked about the Union's work during the war, the difficulties faced by Ukrainian transport workers and how we are overcoming them with the solidarity of international partners.

Thus, SEKO provided financial assistance to the Welfare Fund "MORTRANS", which was aimed at supporting Union members in difficult life situations.

Kenny Reinhold, a good friend of our Trade Union, was elected as the Chairman of the SEKO Maritime Section. Oleg Grygoriuk congratulated his colleague on his election and handed over a commemorative plaque.

We are grateful to our brothers and sisters from Sweden for their words and actions towards Ukrainian transport workers.





## PATH TO EUROPEAN INTEGRATION THROUGH PARTNERSHIP



The Marine Transport Workers' Trade Union of Ukraine continues to actively cooperate with international partners, particularly the European Union Advisory Mission (EUAM), to address pressing issues in the maritime industry.

At the meeting, the MTWTU presented the main activities of the Trade Union, which have changed significantly due to the full-scale invasion. It emphasized the new tasks, which include

national and international initiatives to support seafarers. One of the topics for discussion was the issue of oil spills in the Black Sea and inland waters of Ukraine.

EUAM's Swedish mission members, Port Operations Advisor Erik Froste and Environmental Advisor Maria Cosnier shared their expertise in tackling environmental threats.

The cooperation between the MTWTU and EUAM is another step towards implementing European standards in Ukraine's maritime sector.



# THE 46TH ITF CONGRESS:



POWERFUL SUPPORT FOR UKRAINIAN TRANSPORT WORKERS



In the modern world, transport workers are at the forefront of numerous challenges — from war and political instability to the climate crisis and other pressing issues. Amid these uncertain times, the International Transport Workers' Federation remains dedicated to uniting transport workers worldwide and building a strong movement that empowers every voice. In this spirit, the ITF is holding a Congress to develop a collective strategy for the next five years, with the goal of empowering workers and securing a fair, equitable, and sustainable future for all.

More than two thousand trade union leaders worldwide that represent more than 18 million transport workers gathered at the 46th ITF Congress in Marrakech, Morocco, from 13 to 19 October 2024. For the first time in ITF history, the Congress was held in the Arab World.

The interests of 80,000 Ukrainian seafarers, port workers, cadets and other employees of the maritime transport industry of Ukraine were represented by a delegation of the Marine Transport Workers' Trade Union of Ukraine, headed by its Chairman Oleg Grygoriuk.

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## VOICE OF RESILIENCE AND INTERNATIONAL SOLIDARITY



**T**he 46th ITF Congress in Marrakech, attended by more than two thousand transport workers from around the world, hosted an important event in solidarity with Ukraine. The Marine Transport Workers' Trade Union of Ukraine brought together more than a hundred

representatives of various areas of the transport sector from around the world — Singapore, the Philippines, India, Africa, Canada, Australia, Europe and the United States of America.

For the third consecutive year, Ukrainian civilians and critical port infrastructure — vital to the country's economy — remain under relentless enemy attacks, with cities and villages suffering merciless strikes. Since the beginning of the full-scale invasion, international support has become integral to the fight for the future. Everyone who cares about the fate of Ukrainians has expressed solidarity and followed the news that continues to shock the world.

Oleg Grygoriuk, Chairman of the Marine Transport Workers' Trade Union of Ukraine, emphasized the importance of solidarity for Ukrainian transport workers, who, despite the devastating effects of the war, have been steadfastly performing their vital duties.



THE 46TH ITF  
CONGRESS

## THE 46TH ITF CONGRESS ADOPTED MTWTU'S MOTION

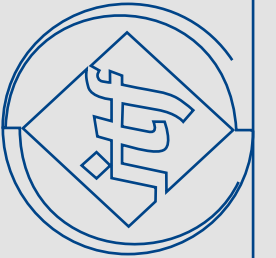
The Marine Transport Workers' Trade Union of Ukraine, with the support of the Trade Union of Railwaymen and Transport Construction Workers of Ukraine, presented an important motion to the 46th ITF Congress in Marrakech. It calls for strong support for Ukrainian transport workers in the face of the ongoing Russian invasion.



"Today we call the ITF to address the Ukrainian government to ease the border crossing regime for male transport workers entering and leaving the country," underscored Oleg Grygoriuk, MTWTU Chairman.

The motion emphasizes these workers' crucial role in maintaining global supply chains, delivering humanitarian aid, and bolstering Ukraine's economy despite facing significant risks. It condemns the large-scale destruction of Ukraine's transport infrastructure, aims to overcome the consequences of the environmental and healthcare crises, and advocates for strengthening international cooperation through ITF-led missions, training programs, and legal protection for seafarers and railway workers. It also calls on the Ukrainian government to formally recognize these workers as essential to critical infrastructure and ensure their safety and rights.

The motion also gained public support from the Swedish "Unionen", the Seafarers' Union of Croatia, and ILWU, whose leaders also took the floor to express solidarity with Ukrainian transport workers.



THE 46TH ITF  
CONGRESS



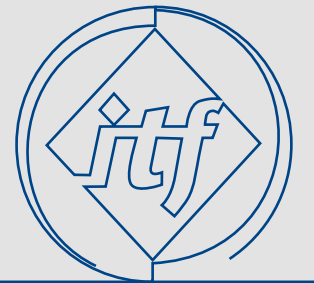
## ITF EXECUTIVE BOARD: NEW COMPOSITION



**A**s part of the work of the 46th ITF Congress, the European Regional Electoral Group held a meeting to elect, among other positions, members of the ITF Executive Board. Oleg Grygoriuk, MTWTU Chairman, was elected to the ITF Executive Board. Thus, the MTWTU is now officially represented in all ITF elected bodies and sections

that advocate for maritime transport interests: seafaring and dockwork. It is a significant achievement for our country, ensuring that MTWTU seafarers' and dockworkers' interests will now be comprehensively supported at the highest union level.

It is worth noting that as a result of Russia's war against Ukraine, no Russian trade union remains a member of the ITF. All ITF member organizations unconditionally support Ukraine and advocate for this position in their countries.



## ITF GOLD AWARD FOR PROTECTING TRANSPORT WORKERS' INTERESTS

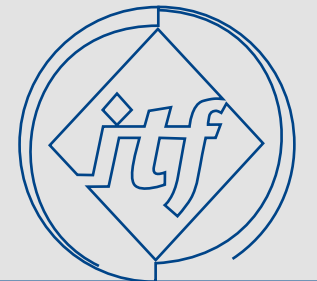


**A**t the ITF Congress, Mykhailo Kirieiev, the MTWTU First Vice Chairman, was awarded the "Gold award for exceptional service", which symbolizes recognition



of his unwavering commitment to the cause of transport workers around the world. Mykhailo Kirieiev became the first person in Ukraine to receive this award.

Mykhailo Kirieiev chaired the Marine Transport Workers' Trade Union of Ukraine until 2021. His tireless efforts to advocate for workers' rights and support trade union freedoms have been particularly recognized on the global stage. The award was presented by the newly elected ITF Secretary-General, Stephen Cotton.





## DOCKERS' POWER: DEFENDING RIGHTS AND FUTURE OF WORK

The challenges faced by dockers worldwide highlight the ITF's increasing focus on responsibility, equality, rights, safety, sustainability, and the future of work.

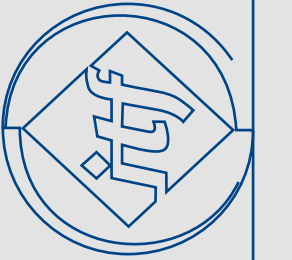
These vital issues were discussed at the Dockers' Conference during the 46th ITF Congress, aiming to make a real difference in the lives of all transport workers.



One of the critical issues for Ukrainian dockers was emphasized by Oleg Grygoriuk, Chairman of the Marine Transport Workers' Trade Union of Ukraine. He highlighted the urgent need for international support during wartime.

"For two and a half years, our dockers have faced constant danger daily. Each time a Ukrainian docker goes to work, he cannot be sure he will return home, as a ballistic missile from temporarily occupied Crimea can reach Odesa in just two minutes. I assure you that we are doing everything possible, addressing the IMO and other international organizations to secure the necessary tools to protect our people.

We are grateful to Europe and the USA for their assistance in providing air defence equipment that helps protect us physically. However, we also seek legal protection and the opportunity to gain valuable experience, such as through today's solidarity event in support of Ukraine. We are grateful for your support. We stand in front of you, protecting you, while you provide us with the assistance we need. Together, we will stand strong!"



THE 46TH ITF  
CONGRESS

## WOMEN CHANGE THE WORLD



The ITF Women Transport Workers' Conference was mainly dedicated to the 25th anniversary of women's representation in the ITF. During the conference, participants discussed the significant progress in protecting women's rights in the transport sector. However, despite these achievements, the struggle for women's rights persists and

intensifies. Women continue to face barriers to leadership positions, exclusion from decision-making processes, and a lack of attention to gender considerations in the development of the transport sector, which significantly exacerbates gender inequality.

The conference focused on two key issues: preventing violence against transport workers and ending the systematic exclusion of women from decent and secure jobs in transport and logistics. These priorities have become the foundation of the women's movement and will serve as guiding principles for future activities, determining the direction of efforts and strategies for achieving the goals set for the next five years. The document "Women Transport Workers Moving the World — This is Our World Too!" was approved to achieve concrete results, clearly defining specific strategies for implementing the ITF program to protect women's rights in the transport sector.

# THE 46TH ITF CONGRESS:





## THE FUTURE OF TRANSPORT: YOUNG LEADERS IN CHARGE

**A**s part of the ITF Congress in Marrakech, a Youth Conference was held to discuss key issues that will form the basis of the ITF Youth Workplan for 2025-2029. These issues include promoting the establishment and activation of youth structures within trade unions, encouraging youth participation in the development of collective agreements, addressing occupational health and safety in digitalisation, and advocating



for equality and mental health as crucial aspects of the workplace.

Participants also expressed strong support for the Fair Transition program and the sustainability of trade unions, emphasizing the importance of creating an environment where unions can thrive and adapt to evolving challenges.

Since the last Congress in 2018, the number of young union members has increased by 55%. This figure reflects the fulfilment of the collective commitment of ITF member organizations, which have prioritised enhancing youth participation in the global trade union movement.

At this conference, Iryna Yerinenko, Chair of the Youth Council of the Marine Transport Workers' Trade Union of Ukraine, was elected as one of the regional representatives for Europe on the ITF Youth Committee. The Young Transport Workers' Conference also elected a Vice President and two Co-Chairs for the Young Transport Workers' Committee, marking a significant advancement for the ITF youth movement.



# IMPROVING WORKING CONDITIONS FOR MTWTU'S SEAFARERS



In difficult times of war, Ukrainian seafarers feel significant support thanks to the efforts of the Marine Transport Workers' Trade Union of Ukraine and its international partners. The MTWTU is constantly looking for new opportunities for its members, concluding agreements and forming partnerships with foreign companies. This allows us to provide seafarers with jobs and reliable social guarantees.

The MTWTU actively negotiates with international shipowners and their associations, helping to strengthen the Ukrainian maritime community's position on the global stage. Despite the challenging circumstances, the MTWTU constantly emphasizes the importance of protecting seafarers' rights and improving their working conditions.

Thanks to its unity and determination, the MTWTU remains a reliable partner for seafarers and continues to work to create a better future for all Ukrainian maritime workers.

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## UKRAINIAN SEAFARERS ALWAYS IN DEMAND



**O**leg Grygoriuk, MTWTU Chairman, made a speech at the Romanian Parliament in Bucharest, where a meeting of the Seafarers Committee of Central, East-Europe and Norway (SCOCEEN) was held. The MTWTU represented the interests of Ukrainian seafarers working on the ships of Norwegian shipowners, members of the NSA.

Norwegian trade unions, regional unions, and the Norwegian Shipowners' Association attended the meeting, which reported on the impact of the war against Ukraine on the Norwegian shipping industry. Nevertheless, the situation is under control, and Ukrainian seafarers remain in demand and continue to hold the second position in terms of the number of jobs on the ships of NSA member companies.



## IMPROVING WORKING CONDITIONS FOR UKRAINIAN SEAFARERS FROM 2025



The MTWTU annually negotiates with the Norwegian Shipowners' Association, the Norwegian Seafarers' Union, the Norwegian Union of Marine Engineers and



the Norwegian Maritime Officers' Association to ensure fair conditions for Ukrainian seafarers.

Thus, they revised the collective bargaining agreement for seafarers working on the vessels of the Norwegian International Ship Register (NIS) and of other countries. The negotiations resulted in several important changes that came into force on 1 January 2025:

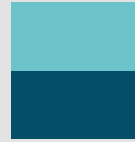
- Increasing the basic wage: the basic wage for all positions will increase by 4% in 2025 and another 2% in January 2026.
- The death compensation is also to be increased from \$100,000 to \$106,000, and additional benefits for the seafarer's each child under 21 (for a maximum of 4) will increase from \$20,000 to \$21,200.
- The disability compensation for officers will increase from \$160,000 to \$170,000 and from \$115,000 to \$122,000 for ratings.

These arrangements cover both Norwegian-flagged (NIS) and "convenience-flagged" vessels, significantly enhancing the protection of Ukrainian seafarers.





## UKRAINIAN SEAFARERS RECEIVE NEW BENEFITS



Norges  
Rederiforbund  
Norwegian  
Shipowners'  
Association



Since 1 October 2024, Ukrainian seafarers have even more opportunities and support through amendments to the collective bargaining agreements between the MTWTU, Norwegian Shipowners' Association, and the Norwegian Maritime Unions. These changes provide a new level of social

support for seafarers on offshore vessels of Norwegian shipowners operating under "flags of convenience".

Seafarers encountering challenges during leave between voyages or in countries of temporary protection can now access financial, legal, informational, and psychological assistance, as well as opportunities for professional development and training programs, including English language courses offered by the Trade Union, and the Union Dent dental project.



# HELPING HANDS: MTWTU FINANCIAL ASSISTANCE



The war and its consequences have changed the lives of millions of Ukrainians, including seafarers, who are facing unprecedented challenges. Loss of jobs, travel restrictions, destruction of houses, the need for medical treatment or family support — all this creates situations where timely assistance becomes a matter of survival.

That is why the financial support from the Marine Transport Workers' Trade Union of Ukraine and its partners is of great importance. The MTWTU, as the only internationally trusted maritime trade union in Ukraine, continues to serve as a beacon of hope for its members.

This support is not just financial assistance; it is a way of reminding people that they are not alone, that their problems are significant and that joint efforts can overcome difficulties. The Union becomes a mainstay for those who have lost their normal rhythm of life, providing stability and faith in the future.



## MTWTU & ISWAN PARTNERSHIP



For two years, the MTWTU has been an official partner of ISWAN in the project to help Ukrainian seafarers. Over this period, 493 seafarers have received financial assistance grants thanks to this project. These are not just numbers — these are human lives and real help to those who need support. Those funds allowed seafarers and their families to overcome

the financial difficulties caused by the war by providing the necessary resources for treatment, accommodation, education and other essential needs. In 2024, one more stage of the Fund's programme was finished. As a result, 13 Ukrainian seafarers who qualified for the programme received support in these difficult times.

**13** RECEIVED FINANCIAL  
SUPPORT GRANTS  
IN 2024  
**SEAFARERS**



# FINANCIAL SUPPORT FROM MTWTU AND WELFARE FUND "MORTRANS"



When the enemy has violated peace on our land, circumstances often arise that require immediate financial support. Many MTWTU members have



lost the opportunity to be employed on vessels of foreign shipowners due to restrictions on travelling abroad for men aged 18 to 60. The MTWTU always responds to their requests, helps cover medical expenses in Ukraine and abroad, supports young families who give birth to children, and much more. We continue to work to ensure that every seafarer and family feel our care and support.

# FINANCIAL SUPPORT WAS PROVIDED TO

**227** MTWTU MEMBERS-SEAFARERS



**124** BENEFICIARIES OF THE WELFARE FUND





# IMO GOODWILL AMBASSADOR:

EMPOWERING YOUTH, STRENGTHENING MARITIME



Oleg Grygoriuk's role as IMO Goodwill Maritime Ambassador is extremely important for the formation of a new generation of maritime professionals in Ukraine. His activities aim to promote maritime professions among young people, create conditions for the development of leadership and professional skills, and raise the perception of the maritime industry in Ukraine and the world.

Working with youth has always been the focus of Oleg Grygoriuk's initiatives, as they are the ones who will determine the future of our country's maritime sector. As an IMO Goodwill Ambassador, he actively works to make the seafarer's profession more attractive and promising for the younger generation. Numerous meetings with students and cadets, interactive lectures, training and motivational events play an essential role in this, helping participants to feel the value of their future work.



## MOTIVATION & OPPORTUNITIES FOR YOUTH



**O**leg Grygoriuk continues to work as an IMO Goodwill Ambassador, implementing a number of initiatives aimed at supporting and promoting maritime professions among youth and strengthening Ukraine's maritime industry. The main focus of his activities

is on the development of future professionals, the formation of new leaders, and the expansion of educational opportunities for students and cadets.

Results of the Ambassador's work in 2024:

- over 20 meetings held with maritime cadets;
- more than 800 first-year cadets engaged in interactive lectures;
- 5 virtual reality training sessions conducted for aspiring seafarers;
- 6 leadership events organized to develop essential soft skills;
- motivational meetings with prospective maritime students hosted;
- numerous workshops and lectures aimed at inspiring youth delivered.

IMO GOODWILL  
AMBASSADOR 





"My goal is to contribute to the formation of an educated and motivated generation that will choose maritime professions as a promising career path. Educational initiatives and informing young people about modern opportunities not only help to popularise work at sea but also lay the foundation for enhancing our country's

competitiveness in the maritime sector," Oleg Grygoriuk emphasizes.

Thanks to these initiatives, young people gain access to modern knowledge and technology, which helps to shape personnel for the international maritime community and improve the level of training for future specialists.



## ANNUAL MEETING OF IMO GOODWILL MARITIME AMBASSADORS



In September 2024, the Annual Meeting of IMO Goodwill Maritime Ambassadors took place and was attended by Oleg Grygoriuk, IMO Goodwill Maritime Ambassador in Ukraine.

The event brought together maritime industry leaders from around the world in a hybrid format to discuss key

issues of safety, innovation and the future of maritime transport. "It was particularly rewarding to exchange experiences and ideas with colleagues on ensuring high safety standards amid modern challenges," noted Oleg Grygoriuk.

IMO Secretary-General Arsenio Dominguez opened the meeting, emphasizing the importance of global cooperation in the maritime industry. "Our joint focus on safety will help establish a solid foundation for the industry's further development," added the IMO Secretary-General.





## IMO SECRETARY-GENERAL SUPPORTS SEAFARERS' RIGHTS



For the first time in history, IMO Secretary-General Arsenio Dominguez addressed the ITF Congress, marking a significant step in cooperation between the IMO and trade unions. He strongly supported ITF's six



key demands and reaffirmed the IMO's commitment to improving seafarers' living and working conditions.

During the event, Arsenio Dominguez met with Oleg Grygoriuk, IMO Goodwill Maritime Ambassador in Ukraine. The MTWTU Chairman shared his efforts to support seafarers amid the ongoing war and globally. He thanked the IMO Secretary-General for his constant attention to the problems of the maritime community and support for its welfare.



# LEARNING TOGETHER, GROWING TOGETHER



For the third year in a row, Ukrainian children, cadets and students of maritime educational institutions have been forced to study in bomb shelters and basements and to seek opportunities to learn during constant power outages. Despite the continuous merciless attacks, young maritime professionals have not lost their desire to continue their education and development. In a time of increasing challenges, young people are rapidly paving the way to a successful future with their brave ideas, passion and determination. The spirit and determination of the youth of Ukraine don't fade away. The Trade Union continues to support this mood, overcoming all the challenges of life during the war.

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## MARITIME ENGLISH WITH MTWUTU



To ensure that seafarers feel confident on board, since 2018, the MTWUTU, together with the All-Japan Seamen's Union, has been actively working to



help seafarers and cadets integrate into the global community by providing them with the necessary resources and support to achieve their goals.

The seminar programme is delivered in the most convenient formats — online and offline at the Maritime Union Center — using modern technologies, text, audio, and video materials, and was developed specifically for maritime professionals.

Since 2024, the cadets of the Danube Institute of the NUOMA, who are members of the Union, have also been able to improve their language skills at the Izmail International Seamen's Club.

## 2024

**120**  
SEAFARERS  
AND CADETS

IMPROVED THEIR  
LEVEL OF MARITIME  
ENGLISH



# INNOVATIONS FOR SEAFARERS AND CADETS

The MTWTU continues to advance with leading technologies. Thus, at the Maritime Union Center, Trade Union members can feel the effect of full presence on board a ship and carry out operations such as launching a lifeboat and raft, activating an emergency diesel generator, operating a crane, and much more.



Thanks to the VR simulator, seafarers not only gain practical experience in performing basic shipboard operations but also strengthen confidence in their ability to cope with real challenges at sea. For future maritime professionals, such as cadets and students, it is an exceptional chance to bridge the gap between theoretical knowledge and practical application that has resulted from the destruction of educational institutions.

2024

200  
PEOPLE

TRAINED ON THE  
VR SIMULATOR





## SUPPORTING CADETS IS AN INVESTMENT IN FUTURE



In September 2022, the MTWTU, ITF Seafarers' Trust, the Kherson State Maritime Academy and the Lithuanian Maritime Academy signed a Memorandum of Cooperation, allowing KSMA cadets to receive European education in Klaipeda, Lithuania. The cadets' educational programme

was designed in such a way that they could combine lectures and practical classes at two educational institutions at once and receive two diplomas: Ukrainian and Lithuanian.

Since then, 50 cadets have graduated, and most of them have been employed with the support of the MTWTU.

In 2024, another 10 cadets of the KSMA were already in their second year of study.

In the same year, 10 first-year students of the KSMA also started their studies at the Lithuanian Maritime Academy thanks to the cooperation of the MTWTU with the Norwegian shipowner Wilson.

# LEARNING TOGETHER





## MTWTU EXPANDS COOPERATION WITH EDUCATIONAL INSTITUTIONS

The Marine Transport Workers' Trade Union of Ukraine has been cooperating with various educational institutions for a long time to generate a community of highly qualified maritime professionals. To ensure that young people can meet the current challenges and lay the foundation for a better future, the MTWTU signed the following Memorandums of Cooperation with:



## KHERSON STATE MARITIME ACADEMY

The parties agreed to consolidate efforts to create more favourable conditions for future seafarers, including educational programmes and seminars. This cooperation has become an important step in improving the quality of maritime education and providing professional support to cadets at all stages of their education and careers.

## ODESA NATIONAL MARITIME UNIVERSITY

The cooperation opens up new opportunities for partnership between ONMU and MTWTU to prepare future maritime professionals for the present challenges. This will not only strengthen the educational process and improve the working conditions of future seafarers but also contribute to the development of the Ukrainian maritime industry and its representation at the international level.



## THE UK INSTITUTE OF MARINE ENGINEERING, SCIENCE AND TECHNOLOGY (IMAREST)

With the mediation of the IMarEST Odesa Branch, we have taken an important step towards strengthening friendly relations. The memorandum creates new perspectives for our seafarers, facilitates the exchange of knowledge and



experience at the international level, and helps us maintain high standards of professional training. Cooperation with IMarEST will allow us to improve the quality of education and broaden the horizons of our specialists by providing them with access to advanced technologies and techniques.





## NEW EDUCATIONAL OPPORTUNITIES FOR UKRAINIAN SEAFARERS WITH MTWTU



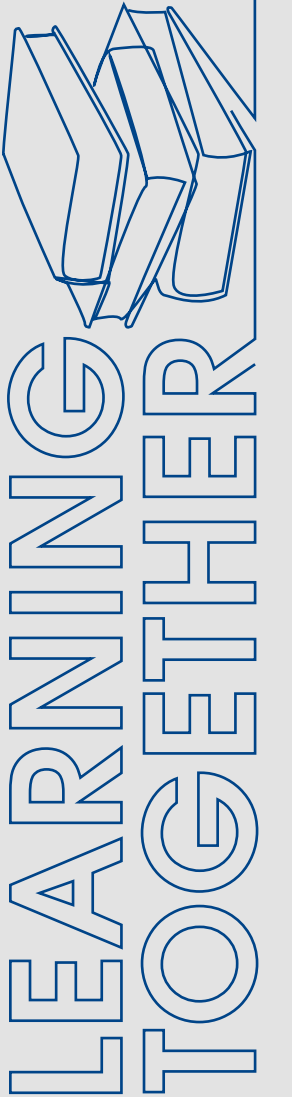
The MTWTU always strives to open new educational perspectives for Ukrainian seafarers. Thus, the MTWTU Chairman Oleg Grygoriuk, having met with the Executive Director at Business College of Athens (BCA College) Harris Daskalakis and the official representative of BCA College in Ukraine, Captain Artem Panchenko, personally ensured the potential of cooperation for Ukrainian seafarers.

BCA College is the oldest and largest college in Greece, actively supported by partners such as Costamare Shipping, V.Ships and the University of West London.

BCA functions under the auspices of the Hellenic Chamber of Shipping, the official advisor to the government on all shipping matters.

The maritime educational institution provides a wide range of onshore specialities, including ship management, maritime cybersecurity, and maritime law, which can be studied remotely. The Business College of Athens has graduated about 10,000 students who are successfully working in the maritime industry. Ukrainian seafarers can learn from this success by gaining access to modern knowledge and skills that will help them achieve a new level of professional training.

The MTWTU's partnership with BCA College confirms the Union's dedication to unlocking the potential of Ukrainian seafarers internationally.



# SUPPORT EVERY STEP OF THE WAY



The Marine Transport Workers' Trade Union of Ukraine has been influential in supporting young seafarers for many years. From their first steps in educational institutions to successful professional growth, the MTWTU is always there, ensuring the protection of the rights and interests of cadets, students and applicants for education in maritime educational institutions.

Generational unity is the key to a joint struggle for workers' rights, and the Union is confident that young people can become a dynamic force for change.



## TRADE UNION STANDS BY YOUR SIDE FROM THE START



**F**or many years now, the MTWTU has always been involved in starting the educational path of those ready to reach new horizons and become a true specialist in their field. In 2024, the MTWTU congratulated the cadets on their initiation into the profession:

## FIRST-YEAR STUDENTS OF THE DANUBE INSTITUTE OF THE NATIONAL UNIVERSITY "ODESA MARITIME ACADEMY"

They not only made their first step into the profession but also joined our Trade Union family by receiving their membership cards.

## STUDENTS OF THE CHORNOMORSK MARITIME COLLEGE OF THE ODESA NATIONAL MARITIME UNIVERSITY

This day marked the beginning of a successful career in the maritime industry for 150 young people. In 2024, for the first time in the last ten years, the institution opened enrollment for the "Dock-machine operator" speciality. Students of the newly created group have already begun to acquire practical skills, working on actual objects.

SUPPORT EVERY STEP  
OF THE WAY



## CADETS OF THE EDUCATIONAL AND SCIENTIFIC INSTITUTE OF MARITIME LAW AND MANAGEMENT OF THE NATIONAL UNIVERSITY "ODESA MARITIME ACADEMY"

The dedication ceremony and handing over of student and membership cards took place at the Maritime Union Center. For young specialists, this is a new chapter in their lives, full of opportunities for education and professional development. The Union will support them at every stage.



## STUDENTS OF THE MARITIME TRANSPORT PROFESSIONAL COLLEGE OF THE NATIONAL UNIVERSITY "ODESA MARITIME ACADEMY"

Inspired young people have joined the trade union community, ready for new achievements.





## TRADE UNION FAMILY IS GROWING



On the occasion of receiving their membership cards, students of the Maritime Transport Professional College of the NUOMA visited the Maritime Union Center.

Joining the large trade union family, the young generation got acquainted with the Union's work and

its role in protecting the seafarers' rights and interests. They also had the opportunity to talk to the ITF inspector in Ukraine, who shared her experience in protecting seafarers' rights, told them about the main points of the contract, useful sources for ship inspection, and the algorithm of actions in case of problems.

Particularly enthusiastic was the practical part, where students had the opportunity to test their skills on a virtual reality simulator, imagining themselves on a real ship.



# MARITIME EDUCATIONAL INSTITUTIONS & MTWTU



The MTWTU continued to hold informational meetings with cadets aiming to help young professionals better understand the role of trade union membership in building a successful and safe career at sea. To broaden their knowledge in the world of MTWTU activities, the Union's office opened its doors for cadets of the National University "Odesa Maritime Academy", Chornomorsk Maritime College of the Odesa National Maritime



University, Danube Institute of the NUOMA and the Educational and Scientific Institute of Maritime Law and Management of the NUOMA. The cadets had the opportunity to find answers to all their questions about their future with the MTWTU.

## 2024

# 450 CADETS

OF MARITIME EDUCATIONAL  
INSTITUTIONS ATTENDED  
17 INFORMATIONAL MEETINGS









## TRADE UNION – YOUR SUPPORT IN PROFESSIONAL START



**G**raduates of the Educational and Scientific Institute of Maritime Law and Management of the NUOMA received their bachelor's diplomas at a ceremony held at the Maritime Union Center. The event was supported by the Marine Transport Workers' Trade Union of Ukraine and IMO Goodwill Ambassador Oleg Grygoriuk.



SUPPORT EVERY STEP  
OF THE WAY





# MTWTU YOUTH MOVEMENT



The youths of today need not only support for their ideas but also definite opportunities to implement their plans, which the Marine Transport Workers' Trade Union of Ukraine can provide. The MTWTU is about action and direct involvement in promoting the youth movement, which continues to fight for a world with full employment guarantees, sustainable labour market and job safety. Workshops on leadership, emotional intelligence, soft and hard skills, meetings to exchange views and impressions of the first experience at work, seminars from current professionals, quizzes, movie shows, forums, international projects and campaigns — the MTWTU Youth Council is constantly implementing all this and much more for active trade union youth.



## SAIL SMART: VALUABLE INSIGHTS



The Union has discovered a new format of interaction with youth: the experience of learning from those who overcome daily sea storms of professional growth proved to be interesting for cadets and students. Sail Smart: Valuable Insights is an informational podcast with innovative

meetings and events created specifically for the future generation of confident maritime professionals.

Within the framework of this project, youth received real-life examples from the speakers and valuable advice on the first voyage, protecting their rights on board, aspects of working offshore, preparing for their first interview in crewing, filling out a CV, and more.





## ITF SUMMER SCHOOL: FROM THEORY TO PRACTICE



The MTWTU Youth Council initiated the ITF Summer School in Odesa. This is a course of seminars led by the ITF Inspector in Ukraine.



For several weeks, young seafarers had the opportunity to gain important knowledge and skills that are essential for their professional careers.

Among the topics covered through three weeks were:

- The MLC Convention, 2006, also known as the Seafarers' Bill of Rights: what seafarers need to know.
- Seafarers' employment agreements: how to read them correctly and what to pay attention to.
- Collective bargaining agreements on board: what they are and why they matter.
- General questions about wages, compensation, annual leave, and more.

Nataliya Yefrimenko, the only ITF Inspector in Ukraine, shared valuable knowledge and insights from her 27 years of experience, discussed interesting cases, provided practical advice, and answered questions from young seafarers.

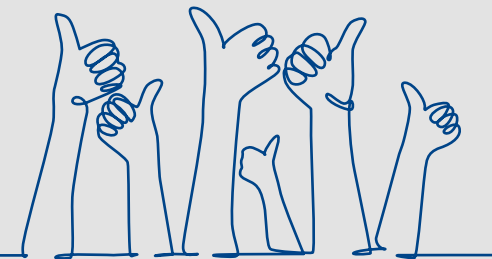
# UNLOCKING YOUTH'S POTENTIAL



Recognizing the enormous value of free, ambitious and intelligent youth participation in developing Ukraine's economy, the Union, as part of a joint project with the Danish trade union 3F, held a Youth Forum on "Human Capital — the Key to Sustainable Development of Ukraine".



The event brought together representatives of the ILO, government agencies and enterprises, the maritime industry, trade unions and others. Within the framework of the Forum, representatives of local youth organizations had an opportunity to discuss pressing issues and learn how to apply modern principles of building effective teams. Support provided by organizations and experienced professionals is critical to realizing the potential of youth.



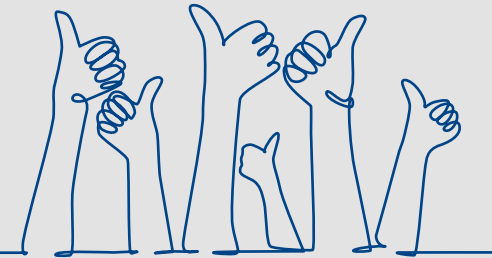


## UNION QUIZ CHALLENGES YOUTH

**W**ith the Union's support, the MTWTU Youth Council organized an exciting Union Quiz on maritime and trade union topics, which brought together young people from the Danube Region.



This event was aimed not only at entertaining young people but also at deepening their knowledge of the maritime industry and the importance of trade union activity. The quiz participants tried their knowledge of various aspects of the maritime industry, workers' rights and trade union history. Each quiz question provided a stimulating challenge for the youth to deepen their knowledge and broaden their horizons.



## ETF WINTER SCHOOL INSPIRES A NEW GENERATION OF TRADE UNIONISTS



**T**he MTWTU youth joined more than 25 young transport workers from across Europe at the ETF Winter School. The participants immersed themselves in discussions on how to create a modern, fair and inclusive transport sector where every worker feels protected.

The participants, through workshops, trainings and an interactive game that taught them how to counter far-right propaganda, talked about:

- Renewing Trade Unions: how can we attract more young people and transform trade unions into a real force for change;
- Countering Far-Right Movements: why it matters and how to respond to disinformation and threats to democracy;
- Diversity and Inclusion: how do we create workplaces where every employee, regardless of their background, orientation or beliefs, feels safe and valued?

The MTWTU youth shared the experience of our Union's activities, describing how we work during martial law, support our members and develop the youth trade union movement.

# MTWTU YOUTH MOVEMENT



## UNITED BY THE SEA

**W**ith the support of the MTWTU, IMO Goodwill Maritime Ambassador in Ukraine Oleg Grygoriuk, the Maritime Transport Professional College of



the NUOMA, and the Kukl'tura Project, a large-scale exhibition project dedicated to maritime topics was presented at the Odesa Museum of Western and Eastern Art.

Over 60 authors, including college cadets and teachers, attended the event. About 200 exhibits made using various techniques were presented in two museum halls. The works of artists and craftsmen from different cities in Ukraine depict dreams of the sea, the history of maritime traditions, and archival materials on the maritime profession.

As part of the project, the MTWTU Youth Council held an exciting Union Quiz on maritime and trade union topics at the museum, which brought together young people from the Maritime Transport Professional College of the NUOMA.

MTWTU YOUTH  
MOVEMENT 

# CARING FOR SEAFARERS' HEALTH



The Marine Transport Workers' Trade Union of Ukraine cares about the health and well-being of its members. Thanks to the involvement of reliable partners and the implementation of important social projects, the MTWTU ensures its members have access to quality medical services.

Dentistry is one of the most popular medical services among seafarers because an extended stay on board a ship makes it impossible to visit a doctor in time. In response to these challenges, the MTWTU launched an initiative to provide free-of-charge dental care for seafarers and their families.

The MTWTU, jointly with its partners, also pays attention to the mental health of seafarers' families. Understanding the challenges families face in wartime, the MTWTU is working to create support programmes to maintain emotional balance, adapt to new conditions and overcome stress.

In addition, in 2024, the Union reissued a medical guide for seafarers, providing a useful tool for all union members working in potentially hazardous conditions.





## UNION DENT: MODERN DENTAL TREATMENT FOR SEAFARERS



In 2021, the MTWTU and the German trade union ver.di presented UNION DENT — a project for seafarers, MTWTU members, who work on the ships of German shipowners covered by ver.di collective bargaining agreements. The project was launched at the height of the COVID-19 pandemic.

Still, despite the constant challenges, the MTWTU is a progressive trade union that continues to open up new opportunities for seafarers.

The year 2022 brought new challenges for the Ukrainian nation. Martial law has changed the plans of every Ukrainian. Therefore, considering the latest difficulties and the high cost of dental services, the programme was expanded to cover Trade Union seafarers and their families with the support of the ITF Seafarers' Trust. Family members of seafarers working on ships under MTWTU collective bargaining agreements can also receive free dental services during the war.

Thanks to international solidarity, about 200 seafarers and their families have received access to free-of-charge quality dental treatment over the project's entire existence. Everyone who has visited UNION DENT emphasizes the professionalism of the medical staff and individual approach. The Marine Transport Workers' Trade Union of Ukraine doesn't change one of its key priorities — the health of its members and their families.



CARING FOR  
SEAFARERS' HEALTH



**OLEKSII SOBOLEV, AB AT MARLOW NAVIGATION,**  
 "I am sincerely grateful to the Trade Union for their support in this difficult time. Due to the war in Ukraine, I lost my job and can't go on a voyage. At home in Odesa, I can barely make the ends meet, earning money from part-time jobs to provide for my family. I had serious health problems, particularly dental issues, that required very expensive treatment. The Trade Union came to my rescue. I would never have afforded this care on my own; because it is a very big financial burden for me. Now, thanks to MTWTU's support, I am undergoing treatment and restoring my teeth. I am deeply thankful for this assistance in such a tough situation!"



**VOLODYMYR KRAVTSOV, BOSUN AT V.SHIPS,**  
 "Thank you to your team for the professional care and support. My teeth needed urgent treatment that I couldn't afford. With MTWTU's help, I received the necessary care and can now smile again."

**VLADYSLAV PASHYNSKYI, ELECTRICAL ENGINEER AT V.SHIPS,**  
 "I am sincerely grateful for the help and care. I had an issue that required immediate attention, and I couldn't have handled it on my own. Thanks to MTWTU, I received the necessary treatment and avoided complications."





## IMPACT OF GLOBAL CHANGES ON LIVES AND DREAMS OF SEAFARERS' CHILDREN



**D**uring recent years, the war has significantly affected Ukrainian children, forcing many to leave their homes or adapt to conditions in the country. Wilson company, which employs hundreds of Ukrainian seafarers, has ensured the safety of their families abroad and, together with the MTWTU, initiated a project analysing the mental state of seafarers' children.



A survey conducted by psychologist of the Staff Centre Group Julia Makoid revealed the key concerns of teenagers:

### WAR:

90% are concerned about its end, and the constant displacement is reducing the sense of stability.

### ENVIRONMENT:

50% feel anxious due to constant changes.

### FAMILY:

40% admire their parents, who remain a source of inspiration.

### DREAMS:

100% of teenagers have goals, strive for knowledge, new skills and travel.

The research has become the basis for improving support programmes that are adapted to the needs of seafarers' children. Implementation of the next phase of the project is already underway.



CARING FOR  
SEAFARERS' HEALTH

## UPDATED MEDICAL GUIDE FOR MTWTU MEMBERS



**W**ith the support of the ITF Seafarers' Trust, the Medical Guide providing general information on emergency conditions, diseases, and principles of first aid has been updated for the third time. Developed jointly with the Ukrainian Research Institute for Medicine

of Transport, the guide was supplemented with a new chapter on tactical medicine, parametric care, and self- and mutual aid during military operations. The publication is a valuable resource and contains practical advice and instructions that can save lives in critical situations essential in current realities.

The medical guide is distributed among the Union members, including seafarers, port workers and cadets of maritime educational institutions.





# SOCIAL SUPPORT



For three years now, our country has been going through one of the most challenging periods in its history. In these darkest moments, sometimes even the smallest gesture of kindness can become the light that restores hope and strength to overcome difficulties. We continue to support seafarers on their professional holidays, bringing smiles to their children and wives to distract them from the horrors of war. Every family that needed MTWTU's help received everything they needed to continue their path to recovery and stability.



# ITF-ETF SOLIDARITY FUND: JOINING FORCES TO SUPPORT UKRAINIAN MARITIME WORKERS



The world must not forget that the war in Ukraine has been ongoing for three years. Russian missiles daily destroy the homes of Ukrainians, and the shelling doesn't stop for a moment. Thanks to our international friends who joined together in the ITF-ETF Solidarity Fund in 2022, we have constant support in this difficult time. The international

partnership has become a reliable rear for our seafarers, port workers and all Ukrainians.

Under the leadership of Oleg Grygoriuk, the Chairman of the Union Solidarity Fund's Advisory Board and the Chairman of the Marine Transport Workers' Trade Union of Ukraine, the ITF-ETF Solidarity actively implements projects to support Ukrainian transport workers and their families.

Within the framework of the support campaign, MTWTU members were provided with portable chargers, flashlights, mini-heaters, food sets, sleeping bags, generators, solar panels, first aid kits, reflective vests and other necessary assistance on request, which significantly improves their working and life conditions.

2024

ABOUT **5 000**  
MEMBERS

FROM 40 LOCAL TRADE  
UNION ORGANIZATIONS  
RECEIVED SUPPORT









# MTWTU & SEKO SUPPORT UKRAINIAN SEAFARERS



In Odesa and Izmail, the MTWTU organized joint campaign with the Swedish trade union SEKO to distribute hygiene and care sets for the Ukrainian seafarers' families. As part of this initiative, 500 sets were distributed across Ukraine to the MTWTU members.



**500**  
UKRAINIAN  
SEAFARERS

RECEIVED  
HYGIENE  
SETS





## SWEDISH DOCKERS SUPPORT UKRAINIAN COLLEAGUES



**M**embers of the Swedish trade union TRANSPORT, demonstrated their solidarity and support by handing over four trauma first aid kits for Ukrainian dockers to the MTWTU Chairman, Oleg Grygoriuk.

These first aid kits were later handed over to the port workers of Odesa and Reni.



# SOCIAL SUPPORT



# WARM CLOTHES FOR PORT WORKERS



Solidarity of foreign partners is a concrete action. Understanding the complexity of the work of Danube port workers, Canadian port workers from the International Longshore and Warehouse Union purchased warm clothes for dockers Izmail and Reni.



# SOCIAL SUPPORT





# SUPPORT FOR SEAFARERS ON WELL-DESERVED REST

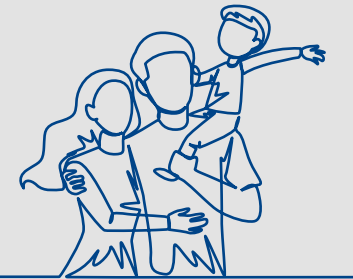


The MTWTU held two support campaigns for seafarers who have already completed their careers at sea, having devoted their lives to this work, and who were part of the MTWTU family.



MTWTU with the cooperation of the ITF-ETF Solidarity Fund and WF "MORTRANS", Swedish trade union SEKO provided assistance to each of them personally — a food package was delivered right to their homes to help them through this difficult time.

We don't leave each other alone in difficulties. We believe in the importance of cooperation and support between generations.





# SUPPORT ON SEAFARERS' PROFESSIONAL DAY



On the occasion of the International Day of the Seafarer, the Marine Transport Workers' Trade Union of Ukraine, with the support of the Swedish trade union SEKO, organized a large-scale campaign for its members. Seafarers in Odesa and Izmail received food sets, and targeted delivery was arranged for those located in other regions of Ukraine.



**320**  
MTWTU  
SEAFARERS

RECEIVED GIFTS FOR THEIR PROFESSIONAL HOLIDAY





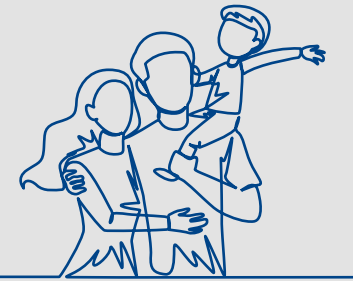
# EASTER WITH WARMTH AND CARE



The MTWTU, supported by the WF "MORTRANS" and The Seafarers' Charity, hosted a social event for the Union's seafarers to celebrate the bright Easter holiday.

In these tough times, when not every Ukrainian has the opportunity to gather with loved ones at one table, we have come to appreciate our families and the peaceful sky even more. To bring a festive atmosphere, warmth, and cosiness to their homes, we provided seafarers' families with Easter baskets.

**100**  
PERSONS CELEBRATED EASTER WITH THE MTWTU





# SPRING SPIRIT FOR INTERNATIONAL WOMEN'S DAY



On International Women's Day, the MTWTU and the WF "MORTTRANS" personally congratulated women who work at sea and the wives of MTWTU members in Odesa and Izmail. Gifts were also delivered to other regions of the country.

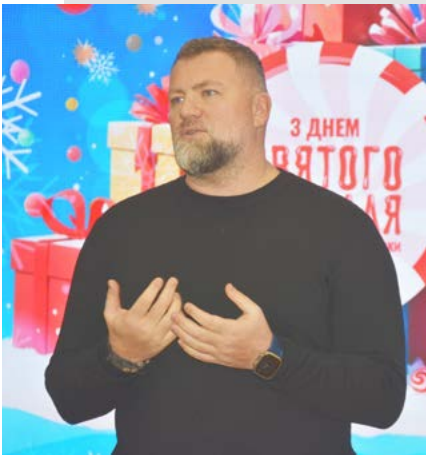


# SOCIAL SUPPORT





# NEW YEAR'S GIFTS FOR SEAFARERS AND CADETS



**O**n the occasion of St. Nicholas Day, the Marine Transport Workers' Trade Union of Ukraine, with the assistance of the ITF-ETF Solidarity Fund, organized a support campaign for MTWU seafarers and cadets. That's how unity is shown at all levels: from trade unions to international partners, who joined forces to help those who need it most.



**800**  
MTWU  
MEMBERS

RECEIVED  
HOLIDAY  
GIFTS



# WARMTH AND HOPE FOR LITTLE UKRAINIANS

The war is taking away our children's carefree childhood. Ukrainian children are forced to grow up too fast every day. They should be free to dream without worrying about tomorrow. Instead, they are learning to recognise the sounds of alarms and explosions;



they know how to hide and memorise routes to the nearest shelter. Even in this cruel reality, the Union is trying to bring back childhood by giving kids warmth and faith in miracles. The MTWTU is concerned that their childhood is filled with happiness, not fear. We want our children to live in a free country where they do not have to hide from shelling and can achieve their goals under a peaceful sky. The trade union family pays attention to children and gives them gifts on every holiday.

**570** PERSONS KNOWLEDGE DAY, INTERNATIONAL CHILDREN'S DAY

**200** PERSONS ST. NICHOLAS DAY

**1000** PERSONS EVENT IN ODESA









# INFO STREAM



In today's world, where information plays a crucial role in decision-making and forming opinions, ensuring access to relevant, reliable and useful data is extremely important. Thanks to the MTWTU's concerted information strategy, the Union's members are always aware of changes in legislation, new initiatives in the maritime industry, working conditions and social guarantees.

Timely information allows not only to raise awareness of seafarers and maritime transport industry workers, but also to form trust and strengthen unity among the MTWTU members. The MTWTU's information activities cover a wide range of formats: from publishing news on the official website and social media to holding information meetings, creating video content, producing press materials and arranging awareness raising events.

During the war, this work became especially important, as prompt and correct information helps the Union members to solve urgent issues, find support and receive answers to important inquiries. Information activities also play a role in protecting seafarers' rights by attracting the attention of the international community to the challenges faced by Ukrainian maritime workers.





## INFORMATIONAL MEETINGS WITH SEAFARERS IN ROMANIA AND BULGARIA



**W**ith the assistance of the ITF Seafarers' Trust, the Trade Union held several meetings with seafarers abroad — in Bucharest and Varna. The aim of the events was to provide relevant information and support to seafarers in wartime. The MTWTU experts provided legal consultations and answered the most frequently raised

questions of seafarers regarding employment, labour contracts, and the most frequent issues directly related to work and life on board. Particular attention was paid to mental health issues, which is important for every Ukrainian in today's realities.

Regardless of where seafarers are, at sea, onshore or in another country, they can be sure that the Trade Union is always by their side and ready to support them in any circumstance.



## VOICE OF UKRAINIAN SEAFARERS IN THE INTERNATIONAL MEDIA

**D**uring the war, the work of the Marine Transport Workers' Trade Union of Ukraine gained new scope and importance. Seafarers and port workers working

under the threat of missile shelling daily face danger and uncertainty. The port infrastructure is constantly under attack, but the MTWTU continues to support its members both in Ukraine and abroad, while thanking international partners for their assistance. Numerous interviews and comments given by the Union to leading international media — Mission to Seafarers,



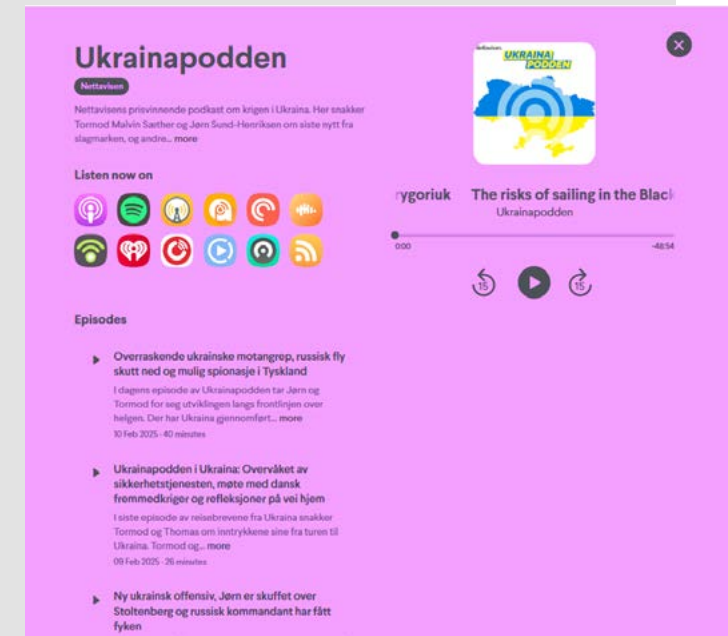
### An interview with Oleg Grygoriuk: Chairman of the Marine Transport Workers Trade Union of Ukraine

Jordan Taylor · Follow  
Published in Shipping Intel · 17 min read · Dec 16, 2024

Oleg Grygoriuk is a prominent figure in global maritime labor advocacy and the Chairman of the Marine Transport Workers' Trade Union of Ukraine.



Use with permission of Mr. Grygoriuk / MTWTU.





Amedia, Shipping Intel, Medium, Lloyd's List, FriFagbevegelse, Transportarbetaren — have become an important tool in the fight for seafarers' rights. These are stories about the challenges of war: shelling of port infrastructure, danger in the Black Sea, workplace losses, and risks to seafarers' families. But they are also stories of resilience and strength of spirit, of professionals who continue to ensure global supply chains, keeping Ukraine's economy afloat.



**Dark fleet's growing role in seafarer abandonments showcased by ageing gas tankers**

Amid a rise in seafarer abandonments linked to vessels employed in sanctions trades, a fleet of gas tankers stands out as a repeat offender

03 Oct 2024 | ANALYSIS | all

by Tomer Raanan

A fleet of LPG carriers linked with Iranian gas shipments has amassed an alarming number of abandonments, illustrating the adversity faced by mariners on board dark fleet vessels

**Related Content**

- Four seafarers abandoned in Washington State
- Houthies continue war on ships, one tanker abandoned
- Two vessels abandoned in the Houthi attacks
- ITF calls out Dubai tug operator 'worst case of seafarer abandonment ever seen'
- Alarming rise in seafarer abandonments seen in 2024
- Abandoned ship hit by Houthi Djibouti
- How a south London restaurant became a nexus for sanctions gas trades

**Topics**

- SECTORS
- MARKETS
- Tankers and Gas
- Risk and Compliance

**A rock for Ukrainian seafarers**

Oleg Goryshchuk argues those at sea to support their war-weary colleagues

By Carly Fields

The immense pressures on Ukrainian seafarers today might be hard to put into words, but please do not shy away from offering support and solidarity, Oleg Goryshchuk, chairman of the Marine Transport Workers' Trade Union of Ukraine (MTWU), tells *The Sea*. Oleg advises that non-Ukrainian seafarers stay calm, offer support and say warm words to their Ukrainian colleagues — "because it's impossible to understand what we're going through."

"If you see a Ukrainian seafarer, just give a bit of support and cheer them up because we're really running through challenging times and every word will matter," he says.

Ukrainian seafarers face mental, physical, financial, and political pressures, all of which have the potential to impact their life and effectiveness at sea. "You need to be really mentally strong to think about your work instead of thinking about your family in Ukraine with Russian terrorists sending missiles every night to peaceful cities,"

**Supporting hand**

The MTWU is there to support all Ukrainian seafarers who need assistance, in whatever guise. "Throughout the two years of the full-scale invasion the support we have offered has been very dynamic. At the very beginning of the war, the large challenge was the evacuation of our seafarers' families from the occupied territories, or from territories that were under constant challenge and attack."

The Union evacuated more than 300 people over two months from occupied territories and from Odesa to outside of the country. The seafarers who now have to live abroad because of the war then had further challenges to overcome. "They need to pay the rent, they need to pay European prices for food — all those costs have just simply doubled for them, but their salary hasn't."

Oleg and his team are trying to push the market up in terms of salaries, but there's a cap for certain shipowners' associations, and it feels like we have made progress but the seafarers need more: more money, more rest periods, more welfare activities," he says. They also need trust in tomorrow, as the absence of firm foundations is really difficult for seafarers, there is no chance to plan anything, even short term. "This is where the role of the union is very important. We can give that sense of optimism, that sense of trust. They know that they can rely on us, and we can help them."

The Union has also given financial assistance to seafarers and their families to buy the basics, especially for those who lost everything. Oleg and his team also provide mental support for Ukrainian seafarers whose parents or relatives are in the war, those who have lost their properties, those with properties in the occupied territories, and the children of seafarers, and families who have suffered from the challenge.



## MTWTU INFO ZONE

The MTWTU actively uses the potential of social media, such as Facebook, LinkedIn, Instagram and Telegram, to unite the maritime community by providing relevant



information and support. Through these channels, the MTWTU shares important messages on a daily basis, reports on the challenges faced by seafarers, shares success stories, and holds support campaigns and other initiatives.

The MTWTU's official website has become a modern source of information for anyone interested in the Ukrainian maritime industry. It was created to provide access to important news, analytical materials, and documents that every maritime worker needs to know.

The Trade Union's "Maritime" Magazine and "The Seafarer" Newspaper have become integral chronicles, capturing not only events and achievements but also reflecting the spirit of indomitability and solidarity. Our press continued to travel the world and enrich the entire global maritime community with information.

# INFO STREAM









## MTWTU LIFE IN THE FRAME

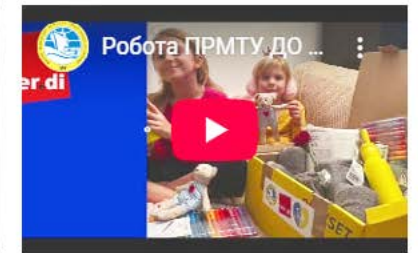
The MTWTU is working on creating informational videos that showcase our activities, achievements and key areas of work. These videos not only demonstrate our



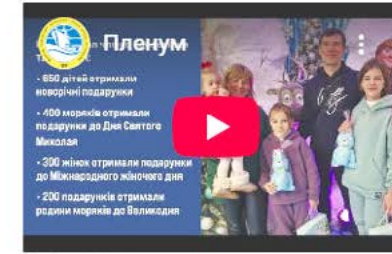
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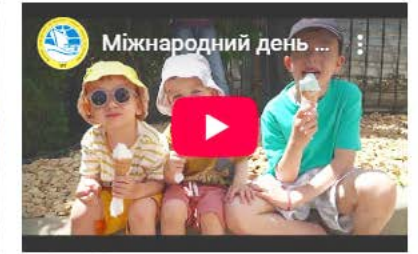
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support for seafarers and industry workers but also give our international partners the opportunity to see everything for themselves.

We strive to ensure maximum transparency and accessibility of information about our work so that everyone can see the importance of our initiatives for the development of the industry and the protection of workers' rights.





# NEW MEMBERSHIP CARDS FOR SEAFARERS



Starting from 2024, the MTWTU member seafarers will receive new Membership Cards. Now, these are convenient plastic cards that meet modern requirements and emphasize the MTWTU's development in line with the times.

# THROUGH CHALLENGES TO NEW HORIZONS

Despite all the trials we have faced, the MTWTU keeps moving forward. We do more than just work — we transform reality for seafarers, port workers, and other maritime transport workers, creating new opportunities even in the darkest times.

Together with our international partners, we strengthen the trade union movement, defend rights, and build a future where every member feels supported and confident.

We choose resilience over fear and unity over doubt. We will withstand any challenge because our strength lies in our shared purpose, mutual support, and unwavering belief in one another.

We are MTWTU. We are the driving force that leads the way!

SUMMARY REPORT OF ACTIVITIES



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