



SUMMARY REPORT

OF ACTIVITIES

2020



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ABOUT THE MTWU





MICHAEL KIRIEIEV

Chairman
Marine Transport Workers'
Trade Union of Ukraine

About 90 percent of world trade is carried out by maritime transport, which ensures the vital activity of the world economy. The maritime trade today depends on 2 million seafarers and marine personnel. And among them are over 100,000 Ukrainian seafarers, who make up the fourth largest maritime manpower in the world.

The Marine Transport Workers' Trade Union of Ukraine represents the labour rights and social interests of more than a half of this amount. As one of most rapidly developing trade union in the world, the MTWTU never stops on the attained, systematically increasing its

OLEG GRYGORIUK

First Vice Chairman
Marine Transport Workers'
Trade Union of Ukraine



volumes, expanding the range of services available to its members and strengthening its positions, both at the national and international levels.

The global COVID-19 pandemic brought new challenges, to which the Union responded in a timely manner and with full dedication.

The Summary Report of Activities 2020 that you hold in your hands was designed to tell you about the work done by the Union during the past year, as well as about its latest achievements, implemented projects and conquered heights.

1.1. STATISTICS



1992

YEAR OF
ESTABLISHMENT

1993

MTWTU JOINED
THE
INTERNATIONAL
TRANSPORT
WORKERS'
FEDERATION~80 000
MTWTU TOTAL
MEMBERSHIP48
LOCAL TRADE UNION
ORGANIZATIONS
AROUND UKRAINE~50 000
UKRAINIAN SEAFARERS,
REGISTERED WITH MTWTU~\$1 000 000
BACKPAY OBTAINED
YEARLY~100
SIGNED COLLECTIVE
AGREEMENTS (INCL.
FLEET AGREEMENTS)

1.2. AFFILIATION

INTERNATIONAL TRANSPORT WORKERS' FEDERATION



1896
YEAR OF
ESTABLISHMENT



147
COUNTRIES



18 500 000
WORKING MEN AND WOMEN
ACROSS THE WORLD

Established in 1896, the London-based International Transport Workers' Federation (ITF) is a democratic, affiliate-led organization recognized as the world's leading transport authority. The ITF fights passionately to improve working lives, connecting trade unions from 147 countries with a total membership of 18.5 million working men and women across the world and to secure labour rights, equality and justice.

The MTWTU joined the ITF back in 1993 and today is the only maritime ITF affiliate in our country. A significant development was the election of the MTWTU Chairman Michael Kirieiev the ITF Executive Board member back in 2018 at the 44th ITF Congress in Singapore.

The Executive Board is a governing body of the Federation between Congresses that meets two times a year. The Board carries out the decisions and instructions of the Congress and enforces the provisions contained in the Constitution.

In 2020, Michael Kirieiev took part in the regular meetings of the ITF Executive Board, however held in the online format due to COVID-imposed travel restrictions.



EUROPEAN TRANSPORT WORKERS' FEDERATION



Established in 1999, the European Transport Workers' Federation (ETF) is a pan-European trade union organization which embraces transport trade unions from the European Union, the European Economic Area and Central and Eastern European countries.

The ETF represents more than 5 million transport workers from more than 200 transport unions and 41 European countries. These workers are found in all parts of the transport industry, on land, sea and in the air.



5 000 000
ETF TOTAL
MEMBERSHIP



41
COUNTRIES



>200
TRANSPORT
UNIONS

In 2020, before the COVID-19 crisis, the ETF delegation paid an official visit to Ukraine. Over the past few years, the Federation has undergone dramatic changes, including a change in its leadership. The ETF today is also more focused on Eastern European countries.

In the course of negotiations, the MTWTU presented the draft projects

in response to the challenges in the transport industry of Ukraine. Thus, a separate item on the agenda of the talks was the discussion of labour migration issue, in particular, the outflow of highly qualified Ukrainian port workers abroad.

Unfortunately, our citizens working abroad, and namely dock workers, are deprived of sufficient protection of their labour and social rights.

Thus, about a million Ukrainian 'migrant workers' in Poland have salaries 2-3 times lower than their Polish colleagues.

In view of the above, the MTWTU and ETF discussed the priority areas of work, whereof the issues of training and retraining of Ukrainian dockers with their further employment at home, as well as ways to ensure decent working conditions, social guarantees and opportunities for advanced training for Ukrainian citizens working in ports abroad.



INTERNATIONAL FEDERATION OF SHIPMASTERS' ASSOCIATIONS



1974
YEAR OF
ESTABLISHMENT



60
COUNTRIES



11 000
MEMBERS

International Federation of Shipmasters' Associations (IFSMA) was formed in 1974 by Eight National Shipmasters' Associations to unite the world's serving shipmasters into a single professional coordinated body. It is a non-profit making apolitical organization dedicated solely to the interest of the serving shipmaster. The Federation is formed of around 11,000 Shipmasters from 60 countries either through their national associations or as individual members.

The MTWTU joined IFSMA back in 2019, and shortly after, its 45th Annual General Assembly in Helsinki elected the MTWTU First Vice Chairman Oleg Grygoriuk a Vice-President of the International Federation of Shipmasters' Associations.



1.3. COLLABORATION

During 2020, the Marine Transport Workers' Trade Union of Ukraine continued collaboration with numerous counterparts, both at national and international levels, which brought fruitful results and laid the platform for further joint projects and activities.



**INTERNATIONAL
TRANSPORT WORKERS'
FEDERATION**



**INTERNATIONAL
LABOUR
ORGANIZATION**



**INTERNATIONAL
MARITIME
ORGANIZATION**



**SEAFARERS' RIGHTS
INTERNATIONAL**



**MINISTRY OF FOREIGN
AFFAIRS OF UKRAINE**



INTERMANAGER



**INTERNATIONAL
MARITIME EMPLOYERS'
COUNCIL**



**ITF SEAFARERS'
TRUST**



**EUROPEAN TRANSPORT
WORKERS' FEDERATION**



**INTERNATIONAL
FEDERATION OF
SHIPMASTERS'
ASSOCIATIONS**



**MINISTRY
OF INFRASTRUCTURE
OF UKRAINE**



**ORGANIZATION FOR
SECURITY AND CO-
OPERATION IN EUROPE**

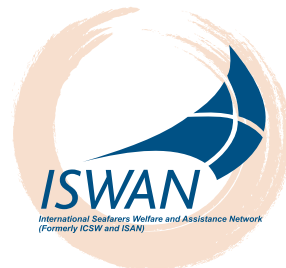
Despite the fact that at some point the work had to be transferred online, the MTWTU quickly adapted to new adjustments and continued on performing its core functions for the benefit of Ukrainian seafarers.



**INTERNATIONAL
ORGANIZATION FOR
MIGRATION**



**INTERNATIONAL
CHAMBER OF SHIPPING**



**INTERNATIONAL
SEAFARERS' WELFARE
ASSISTANCE NETWORK**



**NORWEGIAN
SHIPOWNERS'
ASSOCIATION**



**MARITIME
ANTI-CORRUPTION
NETWORK**



DANISH SHIPPING



**FEDERATION OF TRADE
UNIONS OF UKRAINE**



**MINISTRY
FOR DEVELOPMENT
OF ECONOMY, TRADE
AND AGRICULTURE
OF UKRAINE**



**FEDERATION
OF TRANSPORT
EMPLOYERS OF
UKRAINE**



**ROYAL ASSOCIATION
OF NETHERLANDS
SHIPOWNERS**



SEAFARERS AND GLOBAL COVID-19 PANDEMIC

The coronavirus pandemic, which the whole world is facing, is a threat to the health of millions of people and moreover, it is a main precondition for the economic crisis caused by restrictions.

The global crisis has revealed the crucial role of maritime transport as the most reliable, viable and cost-effective method of international transportation of goods, transporting about 90 percent of world trade.

Each month about 100,000 merchant seafarers need to be changed over

from the ships on which they operate to ensure compliance with international maritime regulations protecting safety, health and welfare. Since the beginning of the pandemic, about half a million seafarers have been trapped on board with no chance to step ashore. And even more seafarers have been stranded ashore unable to join the ships to provide for their families.

Until now the crew change process has not been set up.

Crucial remains the human factor. The restrictions imposed by the states have led to thousands of seafarers today stranded on ships for longer than expected. This combined with difficult, both physically and psychologically, working conditions, significantly increases the risk of marine accidents and casualties, which pose a big threat to the global economy that is already suffering from the COVID-19 pandemic.



Reputable international organizations repeatedly urged the governments of all maritime powers to ensure the continued operation of the global maritime transport system through facilitation of the movement of seafarers and marine personnel, including the ability to conduct ship crew changes accordingly.

They kept insisting that crew rotation should not be significantly postponed, taking into account the need to comply with international maritime safety and employment regulations.

- The International Maritime Organization (IMO) prepared a number of recommendations and circulars addressed to its member states, the United Nations and specialized agencies on measures to facilitate ship crew changes in seaports during the COVID-19 pandemic. In particular, it was highly recommended to designate professional seafarers and marine personnel, regardless of nationality, as 'key workers' providing an essential service and grant them with any necessary and appropriate exemptions from national travel or movement restrictions in order to facilitate their joining or leaving ships.
- Additionally, the International Transport Workers' Federation, the International Chamber of Shipping (ICS), and the International Trade Union Confederation (ITUC) have written a joint letter urging the UN Secretary-General to ensure governments adopt the 12-step set of protocols issued by the IMO. This letter was written in the hope of avoiding a humanitarian crisis, with over 200,000 tired, mentally-stretched seafarers currently unable to be relieved of their duties.

- In their joint global appeal to G20 leaders on facilitation of crew changes and marine personnel the ITF and the ICS called on all governments to identify ports in their countries, and appropriate airports nearby, where crew changes can be resumed as soon as possible.
- The ITF and the Joint Negotiating Group (JNG) have provided recommendations, guidelines and scheme of actions for the implementation of ship crew changes under COVID-19 restrictions. It was then agreed not to extend the contracts further as the current situation was found unsustainable for the safety and wellbeing of ship crews, the safe operation of maritime trade and the maintenance of global supply chains.
- In addition, the ITF and its affiliates, including the MTWTU, have addressed a number of letters to the highest state authorities urging to take all possible measures to protect the rights and legitimate interests of seafarers. Namely, the ITF and the MTWTU called the President of Ukraine Volodymyr Zelenskyi and the Prime Minister of Ukraine Denys Shmyhal to ensure the proper implementation of the recommendations, provided by international organizations, aimed to facilitate the movement of seafarers and marine personnel, including the ability to carry out regular crew changes, to develop exceptional regulations for moving across the state border of Ukraine and allow irregular air travel for the members of ship crews.

The COVID-19 pandemic has turned the whole world upside down and severely hit the global shipping and its employees, but the maritime unions worldwide never stopped defending the rights of its members,

bravely fighting to ensure their right to decent pay, free movement and well-deserved rest.

From the first days of the pandemic, the Marine Transport Workers' Trade Union of Ukraine has never stopped its work for a single minute. We always remain open and ready to share the results of the Union's work, aimed at supporting Ukrainian seafarers and their families in these tough times.

Since February 2020, the MTWTU and the ITF Inspectorate in Ukraine have processed an increased number of requests coming from seafarers stranded onboard the ships, as well as from their families back home coming via the phone, the Union's social networks, webpage and newly-created chat-bot.

The MTWTU has deeply enhanced its cooperation with the Ministry of Foreign Affairs of Ukraine, the embassies and consulate offices of Ukraine around the globe to ensure the timely repatriation of Ukrainian seafarers subject to COVID-imposed restrictions.

2.1. SEAFARERS STRANDED ONBOARD

The same day when the World Health Organization declared the rapidly spreading coronavirus outbreak a pandemic, the Ukrainian government introduced the quarantine regime throughout the whole country. Thus, on March 17, 2020, by the decision of the National Security and Defense Council, all checkpoints across Ukraine's state border were closed for air, rail and bus transportation.

From the very first days of the quarantine, the Union never suspended its work, immediately responding to every coming request. The MTWTU and the Maritime Information Center, supported by the Ministry of Foreign Affairs of Ukraine, have immediately launched a hotline to provide urgent 24/7 assistance to seafarers and their families.



The number of appeals and calls for advice and practical involvement has grown significantly. Therefore the Union leadership decided to redeploy staff to handle numerous claims from seafarers, their relatives, crewing agencies' representatives, shipowners and cadets and their parents. In addition, the Union launched a chat-bot 'ITF Inspector in Ukraine: Assistance & Guidance' to optimize the data collection process.



260
DAYS OF
PANDEMIC

2594
CLAIMS FROM
SEAFARERS

MARCH-DECEMBER 2020:

ITF INSPECTOR



1103
CLAIMS

MARITIME
INFORMATION
CENTER



287
CLAIMS

MTWTU SOCIAL
NETWORKS



480
CLAIMS

SOCIAL NETWORKS



562
CLAIMS

MTWTU CHAT-BOT



162
CLAIMS

In 2020, the global COVID-imposed travel restrictions have significantly complicated the process of seafarers' replacement. Despite the struggle of international organizations to recognize seafarers as key workers and exclude them from travel restrictions, seafarers yet suffer from delayed off-signing and limited access to medical assistance on shore.

From year to year the most frequent reasons why seafarers seek help from the ITF Inspectorate in Ukraine remain: wage arrears, expired labour contracts, illegal deductions, unsettled wage balance and compensation payments and repatriation delays.

In 2020, due to above-mentioned COVID-imposed restrictions, an overdue

contract has become the most frequent reason for seafarers to seek help from the ITF Inspectorate in Ukraine, displacing from the first place the traditional reason for appeals — wage arrears.

Since 2005, the MTWTU employs Nataliya Yefrimenko in the capacity of the only ITF Inspector in Ukraine.

During 2020, together with the MTWTU, Nataliya Yefrimenko has processed 186 seafarers' claims and helped obtain \$1,287,880 wage arrears and compensation payments.



186
CLAIMS



\$1 287 880
WAGE ARREARS AND
COMPENSATION PAYMENTS

**OVER
THE LAST
5 YEARS**



140
INSPECTORS, BASED IN PORTS ALL
OVER THE WORLD



\$121 000 000
RECOVERED IN SEAFARERS'
OWED WAGES

The International Transport Workers' Federation has a network of around 140 Inspectors, based in ports all over the world and called ITF Inspectorate. The ITF Inspectorate processes the claims of seafarers, employed onboard the ships, flying the flags of convenience, as well as inspects the vessels to ensure the decent pay and working and living conditions on board.

Over the last 5 years, the ITF Inspectorate has recovered more than \$121 million in seafarers' owed wages and from year to year keeps demonstrating high performance and incredible efficiency in defending the rights of the global seafarers.

Main reasons why seafarers sought help from the MTWTU and the ITF Inspector in Ukraine:



Crew change /
Repatriation issues



Medical issues



Delay
or non-payment
of wages



Certification
and extension
of documents'
validity



Visa-related issues



Death onboard
(repatriation of
human remains,
funeral expenses,
compensation
payment)



Terms of self-
isolation and
observation



Signing off the
cadets due to the
need to continue
their studies



Other reasons

Thus, more than 6,900 seafarers working on vessels covered by the MTWTU collective bargaining agreements have been replaced or repatriated without replacement (where possible).

More than 700 seafarers have been replaced or repatriated without replacement (where possible) with the support of the ITF, the MTWTU

and the Ministry of Foreign Affairs of Ukraine, including citizens of Turkey, Egypt, Georgia, Azerbaijan, Syria, Russia, India, who requested assistance in repatriation while in ports on the territory of Ukraine.



>6 900
SEAFARERS REPLACED OR REPATRIATED
WITHOUT REPLACEMENT

MARITIME INFORMATION CENTER



300
APPLICATIONS
IN 2020

A number of claims have come through the MTWTU Maritime Information Center. Established in 2018 with the support from the Ministry of Foreign Affairs of Ukraine, the MIC is a unified platform to provide urgent information, consulting and assistance to Ukrainian seafarers who have fallen into crisis situations abroad, as well as to their families.

Close coordination with the MFA's Department of Consular Services and Ukraine's embassies and consulate offices

worldwide, allows the Center to promptly respond to the requests of Ukrainian seafarers and their families, and has significantly contributed to the successful resolution of a large number of repatriation issues and calls for medical assistance abroad.

In 2020 the Maritime Information Center processed over 300 applications from seafarers and their family members.



- 15** Early termination of employment contract ✓
- 30** Medical assistance (accident onboard) ✓
- 30** Problems onboard (wage arrears, lack of provision, repatriation delays) ✓
- 40** Wage arrears ✓
- 40** Replacement ✓
- 45** Checking the ship before the contract ✓
- 50+** Union-related issues ✓
- 60** Consultations on crew changes ✓

CONSULAR-RELATED APPLICATIONS

- 2 Documents lost abroad ✓
- 2 Family searching for a seafarer, who got lost abroad ✓
- 2 Pirate hijacking ✓
- 3 Missing seafarers; consultations to the families ✓
- 5 Detained seafarers (for transportation of illegal migrants) ✓
- 15 Obtaining consular support in organizing a seafarer's replacement under quarantine restrictions ✓
- 20 Facilitating in communication between seafarers' families and the Department for Consular Service of the Ministry of Foreign Affairs of Ukraine ✓

2.2. SUPPORT TO SEAFARERS ONSHORE



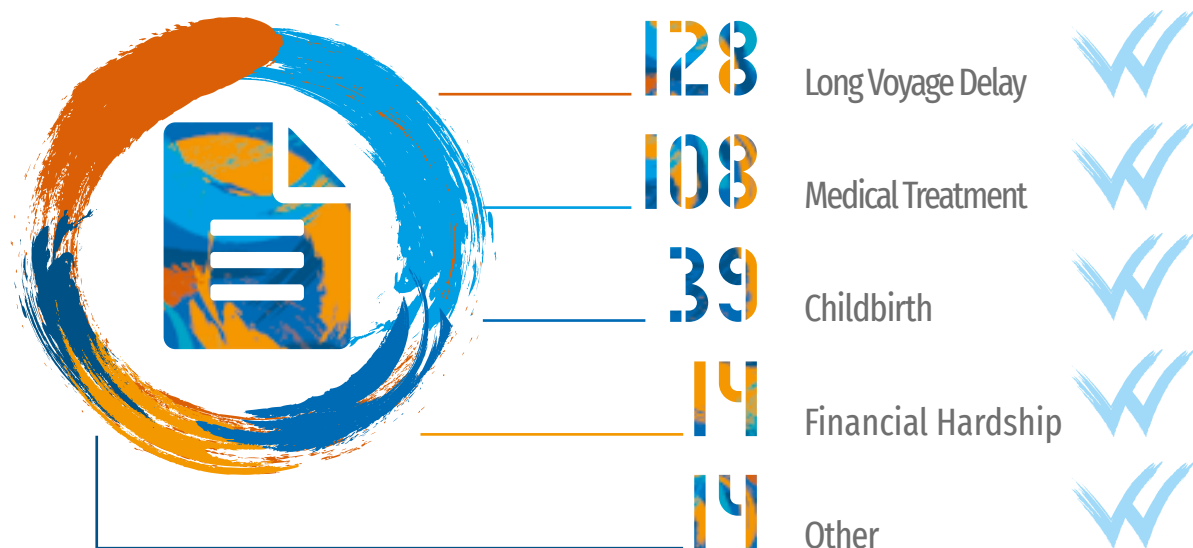
In 2020, the Union continued receiving applications for financial assistance from the seafarers, members of the Union, who needed help during their inter-voyage period. Traditionally, the Union satisfied 100% of the claims.

Worth noting is that due to pandemic and closed borders, many seafarers

were forced to remain onshore deprived of an opportunity to join the ships and earn their living.

Thus, in 2020 the Union received and satisfied 354 applications (303 of them in during the pandemic) for various reasons: financial aid due to a long voyage delay, child birth, reimbursement of funeral expenses, sanatorium treatment or an ordinary financial aid in hard life situations. The Union satisfied 100% appeals for financial assistance coming from seafarers, the MTWTU members.

303 Seafarers' Applications During the Pandemic



In addition, through the good fraternal relationship with the ITF brother trade unions, seafarers' families in distress have been able to receive the necessary support and assistance. A vivid illustration of international trade union solidarity is the case of Ukrainian 2nd Engineer Grigoriy Viktorov. In March 2020, Grigoriy Viktorov arrived home from his last contract. A month later he suffered the first stroke and underwent a surgery. However, a few days after he discharged from the hospital, Grigoriy suffered the second heart attack, which caused his death. Grigoriy left a wife and 2 children, 10 and 14 years old.

Grigoriy Viktorov completed his last contract onboard a ship covered by the ITF collective bargaining agreement of the Hong Kong trade union Merchant Navy Officers' Guild (MNOG).

Unfortunately, the seafarer was not registered with the MTWTU. It is important to note that it was the only seafarer's contract with this employer and under the MNOG agreement. Upon the completion of his employment onboard, the seafarer was signed-off due to the end of contract. While working at sea, Grigoriy did not suffer from any health problems and never requested any medical assistance. Therefore, under the respective collective agreement, the employer was not to bear any financial responsibility for the seafarer's illness and death after the voyage.

Desperate, Grigoriy's widow Nataliya applied to the MTWTU for help, and the Union, having collected all the necessary documents, sent an appeal to the last seafarers' employer, as well as to the MNOG trade union with a request to consider the provision of voluntary financial assistance to Grigoriy's widow and children.

Despite the absence of contractual obligations, MNOG responded positively: having considered the MTWTU appeal and taking into account family's difficult financial situation due to the loss of the breadwinner, MNOG granted ex-gratia financial assistance to the seafarer's family in the amount of \$15,000. At the end of July 2020, the widow successfully received the money to her bank account.

2.3. CAMPAIGNING

'I SUPPLY THE WORLD' CAMPAIGN WITH IMEC



In April 2020, the International Maritime Employers' Council (IMEC) in partnership with the Marine Transport Workers' Trade Union of Ukraine and supported by the International Transport Workers' Federation, launched the #ISupplyTheWorld campaign.

The social media campaign has been created to spread the message of the work our maritime workers are undertaking during the COVID-19 pandemic, to keep the world supplied with essential food, medicines and fuel. The goal of the campaign was to show how highly the global communities respect the labour of the maritime workers and how

important their contribution is for every city, every family and every person in the world.

This was a campaign everybody could get involved with: maritime workers were encouraged to photograph themselves with a printed campaign poster and post on social media with the hashtag #ISupplyTheWorld.



FRANCESCO GARGIULO

“Seafaring, particularly on cargo vessels, is an invisible service industry to most. People used to take for granted being able to visit a shop or surf the web and select a range of goods from around the world, with little regard for their journey from ‘source to shelf’. This pandemic has made us all think a lot harder about the unsung heroes that keep those products coming in and those shelves full even at a time when panic shopping is straining supply lines. This campaign wants to highlight the important work seafarers are doing for us all and to express our thanks for their selfless efforts.”

CEO

International Maritime Employers Council



OLEG GRYGORIUK

“In cooperation with our social partners, we find it crucial to show the global maritime transport workers, who are at the forefront of the pandemic in terms of global trade, how greatly the international communities appreciate their labour and how important their job is for each city, each family and each person in the world. For us this is another way to convey our solidarity, support and deepest respect to the key workers of the globe.”

MTWTU
First Vice Chairman



'STOP COVID-19' CAMPAIGN



When our normal lifestyle has been dramatically affected by the COVID-19 pandemic, support is needed even more than ever.

Thanks to the International Transport Workers' Federation and the ITF Seafarers Trust, the Welfare Fund of Maritime Transport 'MORTTRANS' and the Marine Transport Workers' Trade Union of Ukraine have successfully carried out a large-scale welfare campaign for seafarers and dockers of Ukraine, distributing sets of personal



1100
UKRAINIAN
SEAFARERS



7
SEA TRADE PORTS
OF UKRAINE



150
DOCKERS

protective equipment essentials to combat the virus.

The campaign was held among seafarers and port workers, the MTWTU members, and their families. In total, the campaign has embraced 1,850 seafarers and dock workers.



Thus, 1,100 Ukrainian seafarers from Odessa, Kiev, Kherson, Nikolaev, Mariupol, Izmail and other cities of Ukraine benefited from the Campaign.

The seafarers received the PPE sets in the Marine Transport Workers' Trade Union of Ukraine office, as well as in seafarers' employment agencies, where those leaving for the voyage received the sets to secure their trip to the ship.



Personal protective equipment distributed throughout 'STOP COVID-19' Campaign:



65 000
MEDICAL MASKS



1 750
ANTISEPTICS



3 500
RESPIRATORS



1 600
BOTTLES OF
ANTIBACTERIAL
SOAP



3 500
PROTECTIVE
GLASSES



100
PULSE
OXIMETERS



8 750
PROTECTIVE
GLOVES



NATIONAL AND INTERNATIONAL ACTIVITIES

In 2020, the Marine Transport Workers' Trade Union of Ukraine was engaged in the number of activities at the national level, inter alia with the aim to improve the regulatory framework in the field of maritime transport. The Union has been an active social dialogue party in this area, drawing attention of the country's leadership and civil society to the need to analyze the possible outcomes of the reforms being carried out, to adjust the state policy in the field of maritime transport in order to minimize the negative consequences of the reforms, both for the industry's workers and for the whole country.

1. Due to COVID-imposed restrictions, thousands of seafarers were stranded on board for much longer than their contractual terms. Taking into account the current situation, the ITF General Secretary and the MTWTU Chairman Michael Kirieiev sent a joint letter to the President of Ukraine Volodymyr Zelenskyi and the Prime Minister Denys Shmyhal urging to facilitate ship crew changes in order to maintain Ukraine's leading position in the international maritime labour market.

Specifically, the letter insistently calls the country's leadership:

- to protect the rights and legitimate interests of Ukrainian seafarers;
- to ensure the proper implementation of the recommendations, provided by the international organizations, aimed to facilitate the movement of seafarers and marine personnel, including the ability to carry out regular crew changes;
- to develop exceptional regulations for moving across the state border of Ukraine;
- to allow irregular air travel for the members of ship crews.

It was also noted that the MTWTU was anytime ready to provide all necessary expert, informational and technical assistance and support, as well as to facilitate coordination with Ukrainian crewing agencies, foreign shipowners and their associations, ITF and its maritime inspectors in ports worldwide.

2. A draft Law of Ukraine 'On Amendments to the Merchant Shipping Code of Ukraine (Article 51) regarding the requirements for the qualifications of crew members of ships' (reg. No. 3944) has been developed in terms of canceling the mandatory confirmation of competence for seafarers in the State Qualification Commissions during the re-confirmation of diplomas. As a result, the project is being prepared for consideration by the Verkhovna Rada of Ukraine.
3. In August 2019, a lawsuit was filed to recognize the inaction of the Ministry of Infrastructure of Ukraine and the Maritime Administration in terms of failure to ensure the implementation of amendments to the STCW-78 Convention as amended into the national legislation of Ukraine. Currently, more than 10 court sessions have been held.
4. In August 2019, a lawsuit was filed to recognize the inaction of the Ministry of Infrastructure of Ukraine and the Maritime Administration in terms of failure to ensure the development and approval of the Maritime Administration's Activity Plan. The proceedings are carried out according to a simplified procedure without summoning the parties.
5. A refusal was given to approve the draft Law of Ukraine 'On Amendments to Certain Legislative Acts of Ukraine in Connection with the Ratification of the Maritime Labour Convention, 2006' due to critical violations of the labour and social rights of seafarers. During January-May 2020, 4 working meetings were held with officials of the Ministry of Infrastructure of Ukraine and the Maritime Administration. As a result, all comments submitted by the MTWTU have been taken into account in the current version of the draft Law, which is being prepared by the Office of the President of Ukraine for submission to the Verkhovna Rada of Ukraine.



6. A refusal was given to approve the draft Law of Ukraine 'On Amendments to Certain Legislative Acts of Ukraine in Connection with the Ratification of the Seafarers' Identity Documents Convention (Revised), 2003, (No. 185)' due to critical violations of the labour and social rights of seafarers. Detailed proposals for the draft Law have been prepared. As a result, all comments submitted by the MTWTU have been taken into account in the current version of the draft Law, which is being prepared by the Office of the President of Ukraine for submission to the Verkhovna Rada of Ukraine.
7. In cooperation with the Ministry of Foreign Affairs of Ukraine and the Ministry of Infrastructure of Ukraine, experts from the International Labour Organization analyzed the blank seafarers' identity documents with a contactless chip. According to the results of the analysis, the ILO experts' comments to the certificate form were received. As a result, a draft of a new seafarers' identity document was prepared in the form of a card containing a contactless chip. This will enable the issuance of seafarers' identity documents through a network of administrative service centers and will permanently solve the problem of lack of blank documents.
8. In cooperation with the Kherson Marine Specialized Training Center, was carried out an analysis of the new edition draft of the Procedure for conducting inspections of training centers in the edition of the Ministry of Infrastructure. A detailed

comparative table was prepared representing of criticisms and experience of leading states in monitoring the activities of the training centers. As a result, an updated version of the Inspection Procedure was prepared, agreed with the crewing companies and training centers. In August 2020, the project was presented to the Ministry of Infrastructure, the State Regulatory Service of Ukraine and the Antimonopoly Committee of Ukraine.

9. A refusal was given to approve the draft orders of the Ministry of Infrastructure on amendments to their orders towards the procedure for conferring ranks and the Procedures for the State Qualification Commissions due to critical remarks and violations of seafarers' rights. As a result, the detailed proposals for draft orders and new comparative tables were prepared.





10. There was prepared a refusal to approve the draft order of the Ministry of Infrastructure on the approval of the updated version of the Regulations on the procedure for terminating the validity of confirmation to diplomas. The reason of refusal was because the Regulations grossly violate the rights of seafarers, depriving them from the proper defense of their rights.
11. In order to protect the rights and legitimate interests of seafarers, the citizens of Ukraine, the MTWTU together with the Ministry of Foreign Affairs of Ukraine and the Embassy of Ukraine in the UK have drafted and submitted comments for consideration by the Legal Committee of the International Maritime Organization (IMO) on the principles of fair treatment of seafarers in the event of their detention on suspicion of committing criminal offenses and on shipowners' financial responsibility for abandonment and in case of injury or death of seafarers while working on sea-going vessels.
12. Together with a number of international partners, a project is being prepared to train seafarers in methods of combating corruption offenses against them. The MTWTU has repeatedly expressed its readiness to join efforts with public associations and organizations for the benefit of Ukrainian seafarers.
13. In recent years, the Ukrainian authorities have tried to put forward a draft law on labour, and the country's trade unions

harshly suppressed this attempt, calling it 'slavery law'. The Unions warned the country's leadership that if it was accepted for consideration, the trade unions would start organizing mass strikes in labour collectives throughout the whole country. Thanks to strong resistance from trade unions, the process of adopting the draft labour law was suspended and the work was turned back to a tripartite format: with the participation of trade unions, government and employers. This became possible thanks to our consolidation and solidarity support of trade union brothers, namely the European Transport Workers' Federation, European Trade Union Confederation and the International Transport Workers' Federation, who addressed letters to the President of Ukraine calling to withdraw the draft labour law, submitted for consideration by the Verkhovna Rada of Ukraine without any preliminary discussions with the trade unions.

In 2020, before the COVID-19 pandemic hit the globe, the MTWTU adhered to the traditional working patterns, where a large share belongs to international activities. However, with the coronavirus spread, the Union was forced to roll up its travels and transfer much of its activities into the online format.

3.1. INTERNATIONAL MARITIME ORGANIZATION



APPOINTMENT OF IMO GMA IN UKRAINE

In 2020, the respectable International Maritime Organization (IMO) announced the appointment of the MTWTU Vice Chairman Oleg Grygoriuk as IMO Goodwill Maritime Ambassador.

IMO Goodwill Maritime Ambassador is an advocate for the maritime and seafaring professions in his region or nation, encouraged to share his passion about the maritime world with others, particularly young people who are starting out on their

further education, apprenticeships and career pathways. The overall objective is to reach new target audiences to educate and inform on the importance of shipping and the role of IMO, and inspire a new generation of seafarers and other maritime professionals.



"I am delighted to have been selected for such a meaningful mission and extremely proud to be among the other international IMO ambassadors, representing Ukraine, and I am looking forward to be able to show my country as a crucial one for the global shipping. We possess great potential, and my mission is to advance this understanding to most shipowners, managers, and all those involved in the training and employment of Ukrainian seafarers. The main task is to develop opportunities for shipowners to run business in Ukraine thus creating decent jobs for Ukrainian seafarers."

Part of my mission is to popularize seagoing profession among the citizens of Ukraine through demonstration of all its benefits and advantages. And even more, remind that seafaring is a significant and at the same time dangerous occupation, so we all should contribute towards seafarers' wellbeing and safety."

Oleg Grygoriuk
IMO Goodwill Maritime
Ambassador in Ukraine

ABANDONMENT OF SEAFARERS

The total number of cases that have been recorded in the IMO/ILO Database on reported incidents of abandonment of seafarers since 2004 (as at August 2020) is 438 (5,767 seafarers). In 2020, 31 cases (concerning 470 seafarers) have been recorded. There has been a dramatic rise in cases over the past three years following the entry into force on 18 January 2017 of the 2014 amendments to MLC, 2006 concerning financial security in cases of abandonment.

In 2019, 474 seafarers on 40 ships were abandoned, while in 2018 a total of 44 instances were reported and in 2017 a total of 55, according to the IMO/ILO database. In the previous five years, an average of just 12 to 17 ships a year were abandoned.

As you can see, the abandonment of seafarers remains a serious issue. Information about the vessels abandoned by shipowners appears in media and social networks. Some vessels continue to operate without valid financial security in place.

The Secretariats of the International Maritime Organization and the International Labour Organization drafted a Report on Recorded Seafarers' Abandonment Cases for IMO Legal Committee in March 2020. The Report was based on information on ships abandoned by shipowners and entered into the IMO/ILO database on abandonment of seafarers.



438
CASES
SINCE 2004

■ 2017

55
CASES

■ 2018

44
CASES

■ 2019

40
CASES

■ 2020

31
CASES



A detailed analysis of abandonment cases was also prepared by the International Transport Workers' Federation (ITF) and presented in the Doc. LEG 107/4/1. According to the ITF, Ukrainian seafarers were listed second largest nationality abandoned by shipowners in 2019, with 51 citizens of Ukraine or 22% of the total number of seafarers.

In addition, reported were the cases when the required financial security coverage was absent on board the ships; therefore, absent was the shipowner's liability for abandonment of seafarers in violation of the Maritime Labour Convention, 2006, as amended. To our regret, none of the abovementioned cases have been resolved for the benefit of seafarers. It is worth noting that the earlier seafarers sought help, the more likely was a positive resolution of the case.

In order to ensure the appropriate level of protection of seafarers' rights, the MTWTU together with the Ministry of Foreign Affairs of Ukraine prepared and submitted to the IMO Legal Committee the Document 107/4/4. This Document contained a list of proposals to improve the effectiveness of the existing mechanism aimed at assisting seafarers, abandoned by their shipowner. In addition, the Document provided for seafarers to receive timely information on ships' financial coverage, and, if necessary, got to know where to seek help in a timely manner.

The IMO Legal Committee therefore supported the submitted proposals, thus agreeing upon the necessity to:

- add information on the financial security provider into the standard form to be used when reporting information on cases of abandonment;
- encourage the IMO and ILO Secretariats to conduct additional analysis on the effectiveness of Regulation 4.2 of MLC, 2006 with regard to shipowners' liability for the payment of all contractual claims for personal injury or death;
- conduct additional training and information campaigns aimed at raising seafarers' awareness on financial security.

It was decided that the International Maritime Organization would prepare an appeal to the Secretariats of MoUs on Port State Control on the need to:

- supplement the standard form of the ship inspection act with information on financial security certificates and their validity periods;
- conduct additional detailed inspection of ships regarding the presence of valid financial security certificates onboard;
- supplement the IMO/ILO database with information on the competent flag and port state authorities responsible for providing assistance to seafarers.

All of the above actions should allow more efficient and better provision of assistance to seafarers in crisis situations, as well as to minimize the number of cases where no financial liability was absent.

The proposals received wide support from the delegations of 18 states — IMO members.

CRIMINALIZATION PROJECT

Another initiative of the MTWTU submitted with support of various international stakeholders was aimed at addressing the issue of fair treatment of seafarers when they get detained on suspicion of committing maritime crimes. Recall that the so-called Criminalization Project has been launched in 2018 and is aimed at preventing seafarers' involvement in illegal activities at sea, as well as at ensuring protection of seafarers' rights to fair treatment during criminal proceedings, pre-trial detention and in penitentiary institutions.

Thus, another document the MTWTU and the Ministry of Foreign Affairs of Ukraine submitted to the IMO Legal Committee was called 'Fair treatment of seafarers detained on suspicion of committing maritime crimes' and co-authored by Georgia, Malaysia, the Philippines, as well as reputable international organizations like International Chamber of Shipping (ICS), International Federation of Shipmasters' Associations (IFSMA), International Association of Independent Tanker Owners (INTERTANKO), International Association of Dry Cargo Shipowners (INTERCARGO), International Trade Association for the Ship Management Industry (InterManager), International Transport Workers' Federation (ITF) and Women's International Shipping & Trading Association (WISTA).

The document provides for the establishment of an IMO/ILO working group to develop recommendations on the principles of fair treatment of seafarers detained on suspicion of committing maritime crimes. It was identified that the presented shocking problematics and statistics is common for the unions of different countries, processing similar applications and cases involving their national seafarers.

The document proposed by the Ukrainian side was unanimously supported by the delegates of the IMO Legal Committee. The final document of the IMO LEG meeting entrusted to the IMO Secretariat in coordination with the ILO and the ITF to create a tripartite working group to implement the proposals of Ukraine.



IMO AWARDING

In August 2020, a Ukrainian Second Officer Mykhailo Myronyuk was granted an IMO Award for his leadership and great resolve after pirates attacked the mv Anuket Amber. Recall that the tanker Anuket Amber was performing its service in Western Africa, when it was attacked by pirates with 16 crew members and one charterer's representative on board.

The pirates captured part of the crew, and left 10 seafarers onboard the Anuket Amber ship, where Mykhailo Myronyuk was senior in position. He navigated the vessel for two days on his own, established a connection damaged by pirates, contacted the militaries, authorities and a French military frigate, which further accompanied the ship to the base of ships working in West Africa.

In February 2019, Mykhailo Myronyuk was acknowledged with gratitude by the State Secretary of the Ministry of Foreign Affairs of Ukraine and, on the recommendation by the MTWTU, was nominated for IMO award for courage at sea.

The Award Ceremony was supposed to take place during the IMO Assembly in November 2019, but it was postponed, and then in 2020 COVID-19 made its adjustments. On August 14, Mykhailo received a well-deserved award from the IMO Goodwill Maritime Ambassador, First Vice Chairman of the Marine Transport Workers' Trade Union of Ukraine Oleg Grygoriuk.



“Thanks to Mykhailo for the courage he showed, first of all, to save the people remained on the ship. Mykhailo managed to apply his extraordinary professional skills and saved the ship and the cargo. The whole world learned about you: not just as a heroic seafarer, but as a Ukrainian one, whose acts evoke pride, admiration and respect.”

Oleg Grygoriuk
First Vice Chairman MTWTU

It is worth noting that Mykhailo Myronyuk became the first Ukrainian to receive such an award in 13 years of its existence.

3.2. ITF MEDITERRANEAN COMMITTEE

During its 44th Congress, the ITF has supported the motion to create the ITF Mediterranean Committee, aimed at developing and implementing the necessary measures to improve working conditions and life of seafarers working on ships in the region.

Thus, in February 2020 in Morocco, there was held the first ITF Mediterranean Sea of Convenience Meeting, attended by maritime trade unions from 18 countries on both sides of the Mediterranean Sea. The MTWTU was also invited there to share their experience of similar ITF regional projects.

The participants have analyzed the classification of ships working in the region, whereof a large numbers are substandard with poor living and working conditions and low salaries.



3.3. MARITIME ANTI-CORRUPTION NETWORK



The maritime industry, as a global industry that regularly interacts with government agencies, is exposed to a variety of risks, such as frequent corruption claims. These risks lead to operational disruptions and increased operating costs for ships. In some cases, rejection of bribery claims jeopardizes the safety of the captain, crew and vessel.

2011 YEAR OF ESTABLISHMENT

 ~130 COMPANIES

Strengthening ethics through collective action in ports and in the maritime supply chain is key not only to making it easier to do business in the maritime industry, but also to economic, social development and a more inclusive global economy.

The Maritime Anti-Corruption Network is a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. Established in 2011 by a small group of committed maritime companies, MACN has grown to include over 130 companies globally, and has become one of the pre-eminent examples of collective action to tackle corruption.

In order to better understand the problems faced by seafarers in Ukraine, MACN representatives Vivek Menon and Inna Lunding visited the MTWTU. MACN presented their work at a meeting with leading crewing companies, training centers, maritime educational institutions and seafarers of Ukraine. MACN shared their work on collective action and engaging stakeholders from different countries, which has proven its success mainly through public-private dialogue on ethics, promoting transparent regulatory mechanisms and accountability in the port sector, as well as through the launch of a zero-tolerance bribe program.



3.4. NORWEGIAN UNIONS



55 000
SEAFARERS



50
COUNTRIES

In January 2020, the MTWTU took part in a meeting with representatives of the Norwegian fraternal trade unions – the Norwegian Seafarers' Union (NSU), the Norwegian Union of Marine Engineers (NUME), the Norwegian Marine Officers' Association (NMOA) and the Norwegian Association shipowners (NSA).

The NSA is one of the largest associations of shipowners in the world,

who employ about 55,000 seafarers of 50 different nationalities, including Ukrainians, onboard their ships.

Every two years, the MTWTU with the participation of Norwegian trade unions, holds negotiations with Association representatives, where the parties work on the texts of the collective agreement to expand social guarantees for Ukrainian seafarers working for Norwegian shipowners.

In addition, the parties discussed the possibility of providing pensions to Ukrainian seafarers working on ships flying the national and FOC flags.



3.5. NEGOTIATIONS WITH SHIPPING COMPANIES

ISTANBUL SHIPPING



8
SHIPS

During the year of 2020, the MTWTU has traditionally conducted a number of meetings with international shipowners, who already employ or were planning to start employing Ukrainian seafarers on their ships.

Thus, a meeting was held with the Turkish Istanbul Shipping company, operating the fleet of 8 ships and prioritizing Ukrainian nationals among their crew members.

All the company's ships are covered by MTWTU collective agreements of the IBF standard, offering decent working conditions and a level of pay.



DANISH SHIPPING



Another working meeting was held with the Danish Shipowners' Association – Danish Shipping – and the largest Danish shipping company Maersk.

It was organized to present the Ukrainian maritime labour market to the members of the Association, as well as to establish partnership to

support and assist those Ukrainians, already working for Danish shipping companies.

Danish Shipping brings together over 90 shipowning and offshore companies. There are about 20,000 men and a little over 3,000 women working for Danish shipping companies. Thus, an initiative was put forward by the Danish government to enlarge the engagement of women in Danish maritime shipping. The initiative was also discussed during the meeting and fully supported by the MTWTU.



90
SHIPOWNING AND
OFFSHORE COMPANIES



20 000
MEN



~3 000
WOMEN

EXMAR



1 400
SEAFARERS
IN TOTAL



450
UKRAINIAN
OFFICERS AND RATINGS

Another meeting was held with the representatives of Belgian shipowner and tanker operator EXMAR and the local ITS Crewing Agency. EXMAR, engaged in bulk fuel and liquefied gas transportation, employs about

1,400 seafarers, whereof over 450 are Ukrainian officers and ratings.

The company is fully aware of the advantages of our seafarers as it favors Ukrainians since the beginning of the 2000s. Moreover, during the meeting with the Union, the company shared its' intentions towards increasing the number of Ukrainians on board their ships.

WILSON



1 500
SEAFARERS



350
UKRAINIAN
OFFICERS AND RATINGS

Traditionally, last year there were held negotiations between the Marine Transport Workers' Trade Union of Ukraine and the Norwegian shipping company Wilson Ship Management. Today the company employs about 1,500 seafarers, whereof about 350 are Ukrainians.

Fruitful cooperation between the company and the Trade Union has been

going on for more than 10 years. The parties regularly review the terms of the collective agreement, constantly improving them in favor of seafarers.

During the last online negotiations, the parties reviewed amounts of disability compensation for certain positions, which had been increased. The parties have also amended the list of vessels included into the collective bargaining agreement. For now further negotiations are scheduled for the end of 2021, when certain decisions taken during the regular ITF Fair Practices Committee meeting will have to be implemented.

3.6. ITF SEAFARERS' TRUST



In 2020 the Marine Transport Workers' Trade Union of Ukraine has successfully implemented a large number of welfare projects, supported by the ITF Seafarers' Trust, a UK charity established in 1981 – funding programmes that advance the wellbeing of maritime workers, seafarers and their families.

1. Thus, in 2020 the ITF Seafarers' Trust supported the large-scale 'STOP COVID-19' Campaign, carried out by the MTWTU-established Welfare Fund of Maritime Transport 'MORTRANS'. Through the Union's efforts, the 'MORTRANS' had an opportunity to apply to the ITF Seafarers' Trust COVID Welfare Fund for the financial support to purchase personal protective equipment for Ukrainian seafarers and dockers, members of the MTWTU's local organizations throughout Ukraine.



2. In spring 2020, the MTWTU also applied to the ITF Seafarers' Trust to support two Ukrainian seafarers of mv VATHA in the port of Iskenderun, Turkey, who were abandoned by their employer. The seafarers received financial assistance from the Trust to purchase food and basic necessities.
3. In August, MTWTU helped 6 Ukrainian seafarers return home after they were duped by a notorious fake manning agent. At the beginning of July, 20 Ukrainian seafarers signed employment contacts through the Ukrainian manning agency Kharatyan Crew Management, to work onboard the ships mv Arif Kaptan and mv Rachel Borchard. Soon after signing the contract, the Kharatyan transported the crews to the Turkish city of Karasu, where they were supposed to join the ships. The seafarers were sent to a hotel in Karasu, waiting to board for their

new tours, but after several weeks the Kharatyan Agency broke the contact and seafarers were basically left in the foreign town on their own.

With no communication from Kharatyan and in a foreign port, the Ukrainian seafarers discovered their problems mount. As their accommodation at the hotel had not been paid either by the shipowners, nor by the manning agent, after a while the seafarers discovered they had accumulated significant debts for room and board in Karasu. The hotel owner seized their travel passports to guarantee that the debt to him would be paid off. The seafarers were now stuck in Turkey, without any ability to go.

In early August, 14 of the seafarers returned home to Ukraine at their own expense. The remaining six were unable to pay accommodation debts to the hotel owner and recover their passports. Furthermore, many couldn't afford to get home from Turkey. That was the time when the MTWTU asked the ITF for support: funds were allocated from the Extraordinary Welfare Fund to buy the seafarers' passports out, buy food and basic necessities and purchase the next available flight home. By 12 August, the six seafarers had been safely returned to Odessa from Karasu. The story of the tricked crews has received wide publicity in local Ukrainian media, bringing attention to the issue of seafarer scams.



4. In 2020 the MTWTU also twice applied to the ITF Seafarers' Trust to support the families of two Ukrainian seafarers, suffering from oncological disease. Both families applied to the MTWTU as they were incapable to bear the significant treatment costs on their own.

The first seafarer Viktor had been working for the VShips Company since 1997 and has recommended himself as a faithful and loyal employee. Many of his employment contracts he completed on board the ITF-covered ships. In spring 2020, Viktor was diagnosed with cancer clinical group two and prescribed a course of expensive chemotherapies; he was assigned the 2nd disability group and will never be able to return to the sea and earn his living.

At the request of the MTWTU, Viktor received financial assistance from the ITF Seafarers' Trust to partly cover his medical expenses. In addition, Viktor has been long supported by the Welfare Fund of Maritime Transport 'MORTRANS', who assist the seafarer and his family in solving medical issues related to the illness.

Another seafarer was 3rd Engineer Aleksandr, who was diagnosed with mediastinal germ cell tumors. Aleksandr was undergoing treatment in the medical clinics in Turkey and at the time of application had undergone 8 cycles of chemotherapy, which costed his family over \$80,000. According to the wife of Aleksandr, the family

had sold everything they could, as well as had borrowed significant amounts of money to save the husband and the father of two small children.

It should be noted that significant assistance had been provided by Oleksandr's ex-employer Hanza Marine Management, as well as by the ITF affiliate Latvian Seafarers' Union of Merchant Fleet, who's CBA covered the last ship Aleksandr worked on.

When the MTWTU addressed the Trust, Aleksandr's family was searching for another \$40,000 to pay for the urgent bone marrow transplant procedure. The Union's grant application was accepted by the Seafarers' Trust and the family received a significant contribution towards the required amount.

The Welfare Fund of Maritime Transport 'MORTRANS' as well was supporting Aleksandr in his fight against the disease.





5. In 2020, the MTWTU was as well awarded a grant from the ITF Seafarers' Trust to release a new edition of the Medical Handbook for Seafarers, which presents general information on emergency health conditions and the principles of providing first aid.

The Medical Handbook was developed back in 2018 by the Ukrainian Scientific Research Institute of Transport Medicine. The new edition of 2020 is supplemented with information on

COVID-19, an infection that has rapidly made its own adjustments to the normal course of life.

The Handbook sets out the general principles of medical care on board the ship for injured and sick persons. It advises on actions to assist a sick or injured crew member, provides information on adverse hygienic factors onboard and seafarers' occupational diseases.

A small presentation of the Handbook was held in August, where the first copies of the new guide were presented to the MTWTU members-seafarers. As part of the presentation, a meeting was organized with an infectious disease doctor of the highest category Lyudmila Kucherenko, who also authored the COVID-19 section of the Handbook. At the meeting with the seafarers, they sorted out the most widespread myths about the virus, and recalled the preventive measures.

3.7. WELFARE FUND 'MORTRANS'



The Welfare Fund of Maritime Transport 'MORTRANS' has been established in 2001 by the Marine Transport Workers' Trade Union of Ukraine and operates in line with the Law of Ukraine 'On Charity and Charitable Organizations'.

The main goal of the Fund is to extend welfare assistance to maritime people — coastal workers and their families and seafarers and their family members. The Fund also supports

students of maritime educational institutions, retired mariners and foreign seafarers, working on board the ITF-covered vessels, who are members of ITF-affiliated trade unions, as well as the large variety of other categories of applicants.

Since its foundation, the Fund is managed by Antonina Shkamerda, the organization's director and ideological inspirer, who represents the Fund in relations with state and public organizations in Ukraine and abroad.

Volunteers, students and cadets of higher maritime educational institutions of Ukraine are actively engaged into all the activities of the Fund and anyone indifferent is invited to join the good deeds.





UKRAINIAN SEAFARERS AND THEIR FAMILIES

Ukrainian seafarers comprise the large category of Welfare Fund beneficiaries. A Ukrainian seafarer, being on shore, may require physical and psychological rehabilitation, and the Fund stands shoulder to shoulder helping and supporting him. The 'MORTRANS' also assists with repatriation of Ukrainian seafarers in case of emergency and takes due care of seafarers' families, promptly responding to every incoming appeal and making every effort to address any problem.

FOREIGN SEAFARERS

The Welfare Fund 'MORTTRANS' as well assists foreign seafarers, working on board the ITF-covered vessels, and who are members of the ITF-affiliated trade unions, calling the ports of Ukraine, who find themselves in an emergency situation. While the MTWTU ensures its core functions of handling seafarers' claims against shipowner, the Fund assists in solving daily problems: supplies food, drinking water, hygiene products, etc.





MARITIME INDUSTRY VETERANS

The 'MORTRANS' Welfare Fund assists the maritime industry veterans on a permanent basis. Each year, on the occasion of various local and international holidays, the Fund provides charitable financial assistance to the Organization of the Veterans of the Fleet of the State-Owned Black Sea Shipping Company and the Organization of Veterans of Odessa Maritime Transport.

The Fund regularly receives individual applications from navy veterans. After considering these applications the decision is made on the provision of recipient-oriented assistance for treatment and rehabilitation after surgeries.

In order to conduct permanent job with the above-mentioned categories of people, the Fund has established the Social Assistance Center for Lonely Disabled Persons and Maritime Transport Veteran, which operates under the Fund's auspices.

YOUTH AND MARITIME EDUCATIONAL INSTITUTIONS

The Welfare Fund 'MORTRANS' puts a great emphasis and provides charitable assistance to students and teachers of maritime educational institutions, such as:

- National University 'Odessa Maritime Academy'
- Odessa National Maritime University
- Kherson State Maritime Academy
- Odessa Maritime College of Technical Fleet
- Odessa Professional College of Maritime Transport
- Illichevsk Maritime College
- Kyiv State Academy of Water Transport named after Hetman Petro Konashevych-Sahaydachniy

Thus, the Fund contributes into the development of intellectual and creative abilities of the cadets, arranging trips to Olympiads, tournaments and conferences; organizing intellectual games for students, as well as the other cultural activities. The 'MORTRANS' purchased personal computers in order to improve material and technical capacity and facilitate the learning process, as well as provided charitable assistance to cadets injured due to accidents, etc.

The Fund repeatedly helped the cadets pay for their education, when their families were facing certain financial difficulties. A prerequisite for such cadets is that they study well and are members of the Marine Transport Workers' Trade Union of Ukraine.

The 'MORTRANS' promotes moral and patriotic education of the younger generation, development of love and attachment to the Homeland, its culture and traditions.



CHARITABLE ASSISTANCE TO CULTURAL AND ARTISTIC PROGRAMS

The Fund assists the creative teams of maritime transport organizations and talented youth; helps in organizing and conducting cultural and entertainment events for seafarers and their families, maritime industry workers and their families.

The Fund always helps in organizing and conducting New Year's performances for children of maritime industry workers.

These performances are always a bright, colorful fairy tale for each child and a sweet gift from the Fund.

Children do enjoy a lot the other events the Fund as well organizes — the holidays in family entertainment complex 'Igroland', where kids play game machines, participate in contests and receive prizes and sweets from the Fund.

One of the most striking events was the action dedicated to the Day of Knowledge for first-graders, whose parents are MTWTU members. All first-graders received school kits as a gift.



SPORTS EVENTS

Each time the Marine Transport Workers' Trade Union of Ukraine conducts sports competitions for its members, the Fund prepares gifts for the most active participants, thus attracting maritime workers to sports and physical culture.

The Welfare Fund of Maritime Transport 'MORTRANS' also assists in the development and training of young sporting talents; promotes and gets youth involved in healthy living. It has become a good tradition to support the all-Ukrainian sports competitions in gymnastics, karate, tennis, with the participation of children of the maritime industry workers and seafarers.



WELFARE ASSISTANCE DURING THE PANDEMIC

In 2020, the Welfare Fund 'MORTRANS' has successfully carried out the 'STOP COVID-19' campaign. With the support of volunteers – cadets of the National University 'Odessa Maritime Academy' and employees of the Marine Transport Workers' Trade Union of Ukraine, we have packed about

1,000 sets of personal protective equipment and disinfectants for seafarers and their families.

It has also become a good tradition for the MTWTU and the 'MORTRANS' to visit the local crewing companies and distribute the PPE sets among seafarers leaving for voyages. The Fund hoped that the PPE sets would help them get to the ships safely and proceed to work to support their families back home.





TRAININGS FOR SEAFARERS

One of the core goals of the Marine Transport Workers' Trade Union of Ukraine is awareness-raising and education of its members-seafarers.

In 2020 the Union continued arranging training events for maritime cadets, students, acting seafarers as well as for their family members, however

4.1. ENGLISH LANGUAGE COURSES

Back in 2018, the MTWTU and All Japan Seamen's Union launched the unique joint educational project, allowing Ukrainian seafarers to enhance their knowledge of English absolutely free of charge. After the entrance test, all the students get divided

the format of the events was adjusted to the sanitary and epidemiological requirements.

The Union held a number of both live trainings at the Maritime Union Center and online seminars. Of course, live trainings were held with full respect of quarantine restrictions towards social distancing.

In this field, the Union continued cooperation with the leading maritime training suppliers in Ukraine.

into groups to study entry and advanced levels. The groups study three times a week at the MTWTU Maritime Union Center.

In 2020, English language courses gained particular popularity among the cadets of maritime educational institutions of Odessa, the MTWTU members.



4.2. KEY4MATE

Key4mate Project has long been a good partner of the MTWTU, aiming to help navigators get ready for the profession and to support them with tips during their work onboard the ships. Key4mate materials are part of author's course of Yevgeniy Bogachenko, acting offshore fleet captain and founder of the Key4mate maritime educational project.

In 2020, the Union held a number of trainings with Key4mate on various topics. These were the trainings on seafarers' certification during COVID-19 crisis and on conditions for crew changes and self-isolation.

Career-building was another topic of discussion during the Key4mate trainings, where the factors affecting promotion and personal growth were discussed. The seafarers were also advised on how to demonstrate strengths and take hold on the new position.

Another issue discussed during the Key4mate trainings was the Ukrainian legislation on taxation of seafarers' incomes, as well as on procedure for avoiding double taxation and liability for tax violations. There the seminar participants were also offered to analyze samples of documents and requests sent by fiscal authorities to seafarers and crewing agencies.



4.3. RHUMBFLEET

At a certain point online communication with seafarers, as the only one permitted, turned out to be a rather convenient and sought after.

Among them were the MTWTU-arranged webinars 'Employment under Better Conditions' and 'How to Find Direct Employment'. Both trainings were held by the experienced Chief Officer Denys Lysiuk, the founder of RhumbFleet project for seafarers.

The trainings highlighted the main employment stages, job search methodology, advantages of direct employment and instruments that can be applied to find employment.

It was also discussed how to behave during an interview, how to present yourself to an employer in the best possible way and how to make up a compelling curriculum vitae (CV).

“Direct employment, avoiding mediator, is an unquestionable advantage, providing both financial and prestigious benefits. This is an opportunity to receive an individual salary, obtain individual working conditions, prompt career growth, independence, and an opportunity to get a shore-based job in the future. At the training, I tried to give my colleagues practical advice on finding employment, to talk about new job search tools and about outdated algorithms that should be no longer used. I hope that the training participants will get more confident during job search process.”

Denys Lysiuk
Rhumbfleet



4.4. EDMARINE

EdMarine education project is another partner of the MTWTU, offering professional maritime trainings, helping expand the knowledge gained at educational institutions and training centers, as well as to work out specific working issues, share experience and so on. In 2020, EdMarine held a large number of training for the MTWTU members-seafarers on various topics.

According to the participants of the MTWTU/EdMarine joint trainings, these events are one of a kind, as all speakers with seagoing experience 'share the real working examples instead of dry theory'.

1. One of them was a 2-days training on 1972 COLREG-72 Convention (Convention on International Regulations for Preventing Collisions at Sea). The participants of the event discussed the main provisions of the document, as well as considered the most common causes of collisions between ships on the example of situations from maritime practice. This topic was interesting not only for current captains and senior officers, but also for cadets – the future generation of senior officers.
2. Shipowners and insurance companies can bear significant financial losses due to cargo shortages, which can occur as a result of inaccurate cargo measurement. A Draft Survey procedure is applied to calculate the weight of cargo loaded or unloaded to or from a ship. During the Advanced Draft Survey Course, the seafarers

learnt to make basic Draft Survey calculations, discussed which papers to fill out in case of problems and how to do it correctly, as well as which papers should not be signed even under the direst threats. At the end of the course, EdMarine presented each participant with the certificate of completion.

3. Another training held by EdMarine was called Scrubbers or Exhaust Gas Cleaning Systems (EGCS), which are the systems used to remove particulate matter and harmful components from the exhaust gases, and they are being installed on vessels following the IMO 2020 regulations. During the training, the participants discussed MARPOL basic requirements for cleaning the exhaust gases of the main engine elements; the types of scrubbers and advantages and disadvantages of their operation; international and



regional regimes and restrictions and rules for logging Scrubbers' operating parameters. The seafarers also practiced working with real system software example.

4. The seminar for ship's engineering department was aimed at increasing the level of professional knowledge in the operation of modern ship power plants. There, the participants studied the basic concepts of the engine control system, discussed the modern requirements for limiting emissions during the operation of marine diesel engines, discussed issues on identifying faults in the electronic-hydraulic elements of the system, and much more.
5. Grain stability was a highly relevant topic of discussion; as such countries as the USA, Australia, Canada and others require the grain stability calculation to be performed manually due to a great number of risks associated with the transportation of grain. The seminar raised the following matters: Which vessels can carry grain? Requirements for stability when transporting grain; calculation of stability during grain transportation; the angle of heel due to the shift of grain; residual area of SSD and how to calculate it and NCB grain stability.
6. The practical learning of ship stability is aimed at improving safety at sea, since accidents arising from the loss of stability are considered to be the most severe in their consequences. Therefore, the agenda of the seminar included the following: static stability diagram construction and calculation, IMO Stability requirements; how to calculate the weather criterion; what is LCF in simple words; damaged stability.

7. During the training on ballast water systems, the participants learned about the systems of different types of vessels, as well as the structure and principles of ballast pumps and valves; how to use the system professionally and how to avoid emergencies and what to do if something goes wrong. In addition, the provisions of the Convention on the Control and Management of Ships ballast water and Sediments were reviewed and discussed.
8. A workshop for Electro-Technical Officers was held by the Electrical Engineer with working experience on 8,500-9,500 TEU container ships, which are equipped with 6,600 volts electrical systems and electronic MAN ME engines. There, the participants discussed safety rules when operating the electrical equipment, learnt how to troubleshoot the electrical circuit and made a detailed analysis of the circuit diagrams.



4.5. LEARNMARINE

Another Union's partner offering education and training events for seafarers, the Union members, is Learnmarine project. The seminar was dedicated to the safety of mooring operations in forthcoming new IMO regulations. There, the participants revised possible incidents which may arise during mooring operations, learned about the Mooring System Management Plan and the principles of Ship Mooring Simulator's work. For two and a half hours, the seafarers together with the head of the Learnmarine project, Alexander Pipchenko, examined incidents related to mooring operations, the mooring system management plan and the specifics of its implementation, as well as got acquainted with the mooring operations simulator. In addition, the Alexander spoke about the changes in the maritime industry and the basic concepts associated with the mooring system in accordance with the latest IMO requirements.



4.6. OTHER

VIRTUAL REALITY SIMULATOR

The Union continues on practical trainings for its members using the virtual reality simulator from Optimum

Maritime Solutions Ukraine. In 2020 the trainings' participants got acquainted with the algorithm for checking ship firefighting equipment and drilled in launching survival crafts.



NEW GENERATION OF MARITIME LEADERS

Another trainings, which gained popularity among the Union members in 2020, were the workshops 'New Generation of Maritime Leaders' held by Dr. Binay Kumar Singh, Founder & CEO of the Singh Marine Management Ltd, BS Global Seafarer Recruitment

Ltd and Selfless Fund and also Lloyd's Maritime Academy Crewing Recruitment Training Director. Dr. Singh is as well an author of many books, a motivational speaker and a social worker, who knows for sure how to win the audience's attention. During the workshops he held for the MTWTU members-seafarers, Dr. Singh shared practical advice and spoke about the qualities one should possess to build a successful career at sea.



"I am pleased that the Marine Transport Workers' Trade Union of Ukraine gave me an opportunity to conduct a session with the young

seafarers who are tomorrow's leaders. And I am elated to see that these young seafarers are equipped and trained to give their best to the maritime industry. The quality of their service will help emerge a new era in the maritime industry."

Dr. Binay Kumar
Singh Marine Management



SEMINARS WITH CADETS AND STUDENTS

Some topics always remain relevant and in high demand. Among them are the seafarers' employment contract and the collective bargaining agreement, working and living conditions of seafarers onboard the ships, as well as the entitlements for their labour. In 2020, the Union traditionally continued on raising the awareness of seafarers, as well as cadets and students of maritime educational institutions of Ukraine on their labour rights not only in Odessa, but in Izmail and Mariupol. During the seminars with cadets and students, the participants also communicated with Oleg Grygoriuk, whose main priority as the IMO

SEAFARERS TAXATION AND PENSIONS

Another Union-arranged seminar addressed the topical subject of 'Seafarers' Taxation and Pensions'. In the format of a lively discussion, the participants of the seminar shared their personal experience (in particular, the practical application of the law to avoid double taxation) and analyzed letters from fiscal authorities sent to seafarers and crewing agencies in order to obtain information on seafarers'

GMA is to promote maritime profession among the youth. In addition, the issues of seafarers' certification, taxation, retirement and medical job-related issues and so on were traditionally discussed. In the framework of the 'STOP COVID-19' Campaign, the cadets and students were as well supplied with personal protective equipment sets.

income. The participants also received answers to their questions on the powers of fiscal authorities, on the new rules for financial monitoring in Ukraine and on how to reduce risks when saving funds in bank institutions.





ILO MARITIME LABOUR CONVENTION, 2006

During another Union's training, the MTWTU Advisor Chairman Sergei Kazantsev, a certified trainer of trainers on ILO Maritime Labour Convention, 2006, outlined the main provisions of this milestone document to the seafarers, the Union members. During the second part, in order to apply the knowledge gained, the training participants were divided

into two groups: one was representing the Port State Control officers and the other was representing the ship. The PSC officers, using ship inspection report and the MLC, 2006, had to detect the violations of the Convention and the national flag legislation and to determine whether these violations are serious enough to detain the ship. At the same time, the ship group had to appeal against the PSC's comments, if possible, and to develop a plan to correct the deficiencies found on board. Another practical task was individual. There, each seafarer had to find mistakes in a Seafarers' Employment Agreement.

SEMINARS WITH PSYCHOLOGIST

Another Union's online activity was a webinar by psychologist Marina Volkova on stress resistance, especially arranged for seafarers' wives. Many wives were waiting for the delayed returns of their husbands from the sea. And many had lost their confidence in the future, not knowing when their husbands will get back to work.

During another seminar for seafarers and their families the psychologist spoke about the process of setting personal boundaries; how the boundaries get violated and how to deal with such interventions. There, the seminar participants learnt how to set healthy personal boundaries, allowing them to live their own lives filled with vivid emotions, desires and actions. "Today's realities more than ever demand us to remain well-organized, persistent, calm, responsible and patient," the psychologist commented.

SEMINARS ON CONFLICTS AND STRATEGIES OF THEIR RESOLUTION

Mental health of seafarers has been a crucial topic for many years before COVID-19 pandemic, however, now it is the top priority. Thus, the MTWTU held two seminars with professional psychologists concerning conflicts and strategies of their resolution, and about the difficulties seafarers' families face. In the situation that now exists in the world, and in today's realities that seafarers face at home, the topic of conflict resolution is quite relevant. During the training, the participants asked questions, shared life stories and

told how they came out of conflict situations. In fact, conflict resolution methods cannot be divided into 'bad' or 'good'. What is applicable for one situation may not fit in another. And the best thing that everyone can do for themselves is to take care of their health, first of all, mental.

SEMINAR 'HOW TO MAINTAIN YOUR IMMUNITY'

During the cold season, when the number of viral diseases increases, it is important to have the knowledge how to protect yourself and your family. Ways to prevent viral diseases,

the importance of vaccination inter alia, were presented during the seminar 'How to Maintain Your Immunity' for the Union members, facilitated by Liudmila Kucherenko, infectious diseases specialist of higher category, national trainer of Ukraine on the implementation of friendly services in healthcare.

SEMINAR 'ADAPTATION OF SEAFARERS DURING THE INTER-VOYAGE PERIOD'

Another seminar at the Maritime Union Center was dedicated to the topic of 'Adaptation of Seafarers during the Inter-Voyage Period'. The coach Elena Senko taught how to adapt to constantly changing living conditions, lead an active lifestyle, withstand stress and maintain balance. Maritime career always has two sides: one is isolation at sea, adaptation onboard the ship, interaction with the crew, confinement of space, intensity and monotony of labour over a long period of time. And the other side is dynamic life on the shore — a rhythm of life, a kaleidoscope of pictures, questions and people. This is why skills are needed to find solutions and optimal work and rest.

THE WORLD AIDS DAY 2020

The Marine Transport Workers' Trade Union of Ukraine have also long been enjoying fruitful cooperation with the International Labour Organization, where the main area of cooperation is occupational health, and namely the HIV prevention at the workplace. For the World AIDS Day 2020, the MTWTU traditionally arranged a meeting with an infectious disease doctor of the highest category Lyudmila Kucherenko for seafarers, the Union members, where everyone could get tested for HIV free of charge. In addition, information leaflets on HIV were distributed among the local manning agencies in Odessa.



SOCIAL ACTIVITIES FOR SEAFARERS AND FAMILIES

2020 was a very strict year for entertainment and mass gatherings, however the Union has found its way to conduct the family events for seafarers with full respect of quarantine restrictions and sanitary requirements, as safety of our members and their families always remains our top priority.

1. For more than 20 years in a row, the MTWTU has been inviting the children of seafarers, the Union members, to the colorful New Year celebrations. And for the third year already, the holidays take place not only in Odessa but in the other Ukrainian cities. During pre-COVID times, back in 2019 and early 2020, when it was yet possible to hold mass gatherings, the Union arranged New Year shows for 6,300 children of seafarers, the MTWTU members.

And in 2020 the traditional New Year holidays for children were held in a brand new manner: the Union arranged a Santa Claus Residence in Odessa for 3,500 children of seafarers, the MTWTU members. There, every little guest could take a picture with Santa Clause and his elves and receive a nice gift from the Union.

In addition, the Union has also managed to grant joy to 1,600 children from the regions of Ukraine, including Kiev, Nikolaev, Kherson, Mariupol and Izmail, who received nice New Year gifts from the Union.





2. In 2020, the Union has continued on such a popular activity among its members – the Union's movie screenings. Forced to make a long break, the Union resumed film screenings for the families of seafarers, registered with the organization. It should be noted that all sanitary standards were fully observed during the screenings: the distance in the queue is maintained, the seats are allocated and spaced to adhere to the required distancing and everyone wears protective masks.

In total, 1,700 people attended 6 Union-arranged movie screenings at the 'Planeta Kino' Cinema in Odessa.

- Aquaman
- Sonic The Hedgehog
- Onward
- Bad Boys for Life
- Tenet
- The Gentlemen



3. Last summer, the Union invited seafarers' families to watch the grand interactive show called

'United Planet' in Odessa 'Nemo' Dolphinarium, where funny seals and smart dolphins fascinated the audience with their dances and tricks.



4. Family vacation in Water Park is one of the most fancied Union-arranged events during the hot summer days. For the fifth year in a row, the MTWTU distributes invitations to the 'Odessa' Waterpark among the MTWTU-registered seafarers and their families.

In 2020, over 1,500 guests enjoyed the fun summer holiday with incredible waterslides, swimming pools and animators.



5. In summer 2020, such a recreational activity as kayaking gained much popularity. The Union followed the trend and invited its members-seafarers together with their families to watch a marvelous summer sunrise right from the sea on kayaks. Unity

with nature, the awakening of the sea and the first rays of the sun will remain a special warm memory for the event participants.



In given circumstances seafarers remain at the forefront of the coronavirus pandemic, but despite this, work and problems as a result of the crisis remain neglected. This primarily concerns the crew change, when many seafarers stuck onboard, while others remain home unable to join the ships. Thus, the International Maritime Organization declared the theme of the seafarers' professional holiday 2020: 'Seafarers are Key Workers'.



Every year, the MTWTU congratulates seafarers on the occasion of the International Day of the Seafarer. But pandemic-related reality has made any celebrations impossible. Therefore, the MTWTU organized a large-scale campaign for seafarers from Odessa, Kherson, Nikolaev, Mariupol and Izmail.

Under the campaign, over 1500 seafarers received gifts from the Union — souvenir sets.



On the eve of the International Women's Day, the Union traditionally invited the wives of the seafarers, members of the MTWTU, to a culinary master class.

40 ladies took part in the gastronomic workshop 'Tartar Trio', where they learnt

about the history of this dish, were taught how to properly carve salmon and to cook three types of tartar: from beef, salmon and herring.

The wives of seafarers created their culinary masterpieces — the tartar appetizers that are simple-to-cook but rarely served at the home table. The chefs revealed all the secrets: how to choose the best products, what proportions to keep and how to present the dish.

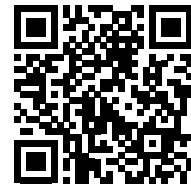




PRINTED PERIODICALS AND PUBLICATIONS

6.1. 'MARITIME' MAGAZINE

МОРСКОЙ



All the Union's publications are available for downloading from the MTWTU webpage mtwtu.org.ua

The first maritime information and entertainment magazine for seafarers and their families remains the most popular Union's publication among its members and their families. The edition traditionally offers its readers the most diverse and interesting materials from the maritime world.

In 2019, the Union published 10 'Maritime' Magazines distributed for free among the Union members and their families, crewing and shipping companies, maritime educational institutions, seafarers' training and certification centers and get delivered on board the ships calling the ports of Ukraine.

The articles in 'Maritime' Magazine are published in Russian and English and therefore available for reading to our foreign partners.



In 2020 the 'Maritime' Magazine received new permanent heading 'Informer', established to highlight the latest achievements and activities carried out by the IMO Goodwill Maritime Ambassador in Ukraine Oleg Grygoriuk. Recall that all the 'Maritime' Magazine issues may be downloaded from our website www.mtwtu.org.ua.

In early 2020 the 'Maritime' Magazine celebrated its 10 years' anniversary. Throughout the decade, the Magazine has been informing its readers of the Union's victories and achievements, of the significant national and international events, have been providing consultations and practical advice, publishing seafarers' interviews, as well as photos and stories seafarers kept sending from their voyages.

"We are thankful to the Union members-seafarers, who openly spoke about their career choice, their first voyages and shared their emotions in our traditional tête-à-tête column. And a special pleasure was to receive the pictures of 'Maritime' Magazine traveling around the world together with our seafarers on board the ships."

Oleg Grygoriuk
First Vice Chairman MTWTU

As part of the 'Maritime' magazine 10th anniversary celebration, the Union acknowledged the seafarers, its members, who have been with the Union over the years and contributed to the development of the magazine.



6.2. NEWSPAPER 'THE SEAFARER'



All the Union's publications are available for downloading from the MTWTU webpage mtwtu.org.ua

The Ukrainian transport trade union newspaper 'The Seafarer' is a popular publication that is issued especially for the coastal transport workers, registered with the MTWTU: employees of sea trade ports, branches of State Enterprise 'Ukrainian Sea Ports Authority', transshipment complexes and terminals, factories, shipping companies, research institutions, enterprises, organizations and institutions of maritime transport, as well as for teachers and staff, cadets and students of maritime educational institutions.

'The Seafarer' has been published since 1912, and since 2018 is issued in Ukrainian language.

The newspaper widely covers issues related to the national and international trade union movement, social partnership and legal issues. It places most important legislative and normative documents, etc. The Newspaper also reports on the MTWTU activities and informs its readers of the daily life within the Union as well as of its core decisions.

In 2020, the MTWTU published 13 issues of 'The Seafarer' newspaper, which are also available for downloading from the Union webpage www.mtwtu.org.ua.



6.3. PERIODICALS

‘UNION EXPRESS’



In 2020, we continued on publishing the semi-annual light-weighted ‘Union Express’, which gets delivered on board the foreign ships manned with Ukrainian seafarers and is also distributed among various seafarers’ centers worldwide. Access to the ‘Union Express’ in foreign ports and onboard the ships is granted through the kind help of ITF Inspectors worldwide, seafarers’ centers, as well as through shipping companies and manning agents, who organize direct deliveries.

‘E-BULLETIN’

MARINE TRANSPORT WORKERS’ TRADE UNION OF UKRAINE E - BULLETIN

The MTWTU’s monthly ‘E-Bulletin’ is a regular electronic publication, which is emailed to the vessels, manned with Ukrainian seafarers, both covered by the MTWTU collective agreements and by the agreements of the ITF unions, partners to our Union under the respective Memoranda of Understanding. The ‘E-Bulletin’ is aimed at keeping the Ukrainian crews updated on all the activities and events the Union conducts. In 2020 the MTWTU developed 11 ‘E-Bullets’, which kept our members abreast of the Union’s efforts to defend the seafarers at the forefront of the pandemic.



WORKING ONLINE





22 000
FACEBOOK



12 000
INSTAGRAM



3 000
TELEGRAM

Throughout the year of 2020, the Marine Transport Workers' Trade Union of Ukraine kept on working hard to increase its online presence and to facilitate the access to the Union for its members.

In times of lockdown, the Union was fully functioning, processing seafarers' applications coming through the MTWTU webpage, social networks and newly-created Union chat-bot, especially designed to quickly process the incoming requests.

In 2020, the Union's most popular social networks were the Facebook, Instagram and Telegram with the total outreach of over 100,000 users.

In 2020, the Union's webpage www.mtwtu.org.ua received the new sections for seafarers. The innovations include online registration for the Union-organized events for seafarers and search for the certified training centers for seafarers, which allow verifying any

center operating in this field. On the Union's site a seafarer can also find a list of documents required for obtaining certain position at sea.

The entire work of the Trade Union is immediately highlighted on its website and in social networks, thus, the Union members get access to the latest information in the shortest possible time. In addition to the latest developments, the Union publishes warning messages on unscrupulous employers, gives advice on employment and invites to register for the events via its internet facilities.

SUMMATION

The year of 2020 has come to an end. Hoping that all the threats it brought would be sooner left behind, we continue to oppose them in full capacity.

Whatever happens, and no matter what challenges fate has in store for all of us, the Marine Transport Workers' Trade Union of Ukraine will continue supporting seafarers and their families as much as possible, and will not leave them alone with problems they face both at sea and ashore.

MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE

Premises 1, 5B Gagarin Plateau
Odessa, 65062, Ukraine

Office:	+38 0482 42 99 01
Email:	office@mtwtu.org.ua
WEB:	www.mtwtu.org.ua
Facebook:	facebook.com/MTWTU
Instagram:	mtwtu_itf_ukraine
Flickr:	union_mtwtu
Twitter:	@MTWTU_ITF

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