

UKRAINIAN
SEAFARERS



OPPORTUNITIES
FOR FUTURE DEVELOPMENT



UKRAINE IS AMONG THE LARGEST MARITIME NATIONS

Ukraine is one of the recognized largest providers of highly qualified specialists to the global maritime labor market.

Since the times of prosperity of the formerly world's largest shipping company – the Black Sea Shipping Company, Ukrainian seafarers have proven themselves best in the international maritime shipping.

Well-established maritime traditions and prestige make the seafarer's profession one of the most attractive. Probably every Ukrainian boy since childhood dreams of being a seafaring explorer, however only the most stubborn accomplish their dreams.

Today, Ukrainian seafarers occupy one of the leading positions in the international maritime labor market.

Daily, over 150,000 Ukrainian seafarers, both officers and ratings, work on board hundreds of thousands of vessels, delivering goods to millions of consumers around the world.

Yearly another 12,000 well-trained young Ukrainian mariners join the international shipping.

150,000 SEAFARERS

**12,000 NEWCOMERS
PER YEAR**



Constantly, the Marine Transport Workers' Trade Union of Ukraine stands guard over the rights and interests of Ukrainian seafarers.


The Marine Transport Workers' Trade Union of Ukraine (MTWTU) is the largest national industrial trade union, embracing the massive membership of 80,000 transport workers. Among the Union members are seafarers working on ships of Ukrainian and foreign shipowners, port workers, employees of ship repair plants, enterprises and institutions of maritime transport, as well as employees of science and research institutions, pilotage services, professors, cadets and students of maritime educational establishments of Ukraine.

Founded in 1992, the MTWTU has been affiliated to the International Transport Workers' Federation (ITF) since 1993, and today is the only maritime ITF affiliate in Ukraine. The MTWTU is also a proud employer of the only ITF Inspector in Ukraine, from year to year demonstrating excellent performance.

The MTWTU unites almost half of the total seafarers' pool of our country, which is the growing number of over 50,000 Ukrainian mariners.




**50,000
MTWTU
members are
seafarers**



The MTWTU, being an important component of the maritime sector of Ukraine, is making every effort to promote Ukrainian seafarers in the international labor market.

Setting and achieving goals, the MTWTU cooperates with various international organizations, negotiates with foreign shipowners, attracts investments to maritime education and develops the country's maritime industry so that more and more foreign shipowners could appreciate the benefits of cooperation with Ukraine.

Hiring a Ukrainian seafarer, any foreign employer can be confident in his high professionalism. At the same time, the Union is always there to take good care of the social aspect of the seafarer's life.



One of the key advantages of Ukraine as a country supplying labor to the international maritime labor market is a developed maritime infrastructure, which makes it possible to grow a true professional from each cadet.

An important role in this path is played by maritime educational institutions, where cadets are trained on modern simulator equipment, which ensures a strong skills base.

MARITIME EDUCATION IN UKRAINE

Among 16 educational maritime institutions of various levels of accreditation available in Ukraine there are two major ones – National University “Odessa Maritime Academy” and Kherson State Maritime Academy.

Both educational institutions not only provide a high level of training, but honor strong maritime traditions of our country.



NATIONAL UNIVERSITY

“ODESSA MARITIME ACADEMY”

Founded in 1944, National University “Odessa Maritime Academy” offers modern facilities and up-to-date maritime simulators, methodological support and staff capability.

Training of seafaring personnel is conducted in compliance with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978, and other international conventions which give graduates the right to work on all types of vessels of native and foreign companies.



KHERSON STATE MARITIME ACADEMY

Founded in 1834, the Academy is a higher educational institution, which trains professionals of the full range of seagoing and shipbuilding specialties.

The level of knowledge of the Academy’s cadets is reached through laborious work of more than 400 academic professionals and strong technical capabilities of the educational institution.

The Academy’s educational and laboratory facilities meet all national and international requirements for training of maritime professionals.



MTWTU&IMEC JOINT INVESTMENT PROJECT

One of the Union's goals is to support and contribute to the development of maritime educational system of Ukraine.

In 2015, the MTWTU together with the International Maritime Employers' Council (IMEC) have jointly implemented the grand investment project worth USD 3 million.

Under the project, two major maritime educational institutions of our country – National University "Odessa Maritime Academy" and Kherson State Maritime Academy received funding for acquisition and installation of modern simulation labs.



The red ribbon was cut by MTWTU First Vice Chairman Oleg Grygoriuk, IMEC Chief Executive Officer Francesco Gargiulo and NU "OMA" Rector Michael Miyusov.



The full mission Kongsberg Engine Room Simulator worth USD 600,000 was purchased for the Automation Faculty of the National University "Odessa Maritime Academy".

New simulation systems include main engine, auxiliary systems and machinery, ship's electric power plant, diesel generator, and much more.

Thanks to the grant, future marine engineers and automation and electrical engineering specialists now are able to hone their skills using most advanced maritime technologies.

The Kherson State Maritime Academy received USD 2.2 million for modern simulation labs and Water Training Station and Fire Ground upgrades.

The Academy's training equipment was installed by TRANSAS company, therefore the new simulators were successfully integrated into one unique complex – "Virtual Reality Vessel", which includes 19 laboratories, 16 simulators and 21 classrooms.



TRAINING OF SEAFARERS

Modern maritime training centers of Ukraine are certified by foreign registries and flags, allowing Ukrainian seafarers to constantly upgrade competencies, improve their skills, developing along with technological progress.

The training centers promptly respond to market demands, providing opportunity for appropriate training and certification of seafarers.

The training centers are fully committed to provide training and assessment services of the highest standard in timely and cost effective manner that satisfy national and international requirements.

42 Training Centers

MEDICAL EXAMINATION OF SEAFARERS

There are around 50 officially licensed seafarers' medical centers in Ukraine, conducting medical examination of seafarers and issuing medical certificates.

The seafarers' medical centers are equipped with modern diagnostic equipment and are entitled to issue world-recognized international certificates and medical forms.



RECRUITMENT IN UKRAINE

Employment mediation market in Ukraine today is represented by more than 370 companies that have been licensed to provide seafarer employment services on board the foreign shipowners' vessels.

About 50 of them are major shipowners and shipmanagers.

ATTRACTIVE BUSINESS ENVIRONMENT

By consistently introducing European principles and standards, Ukraine is becoming an increasingly attractive business environment with highest returns on investments.

TOP 5

REASONS WHY STARTING
A BUSINESS IN UKRAINE IS WORTH IT

- 1 — LOW-INITIAL-INVESTMENT
- 2 — LOW TAX BURDEN
- 3 — LOW LABOR COSTS
- 4 — HIGHLY QUALIFIED WORKFORCE
- 5 — HIGH PERCENTAGE OF PROFITABILITY

Forbes business magazine notes the progress Ukraine has made towards reform, as evidenced by Ukraine's systematic move up in the Forbes' annual look at the Best Countries for Business.

UKRAINIAN SEAFARERS – BREAKDOWN

Ukraine ranks 5th in the world in the number of seafarers, working on the merchant fleet vessels. Ukrainian mariners work on ships all over the world, being highly valued by their employers for superior professional skills.

Breakdown by Position

OFFICERS 51,7%

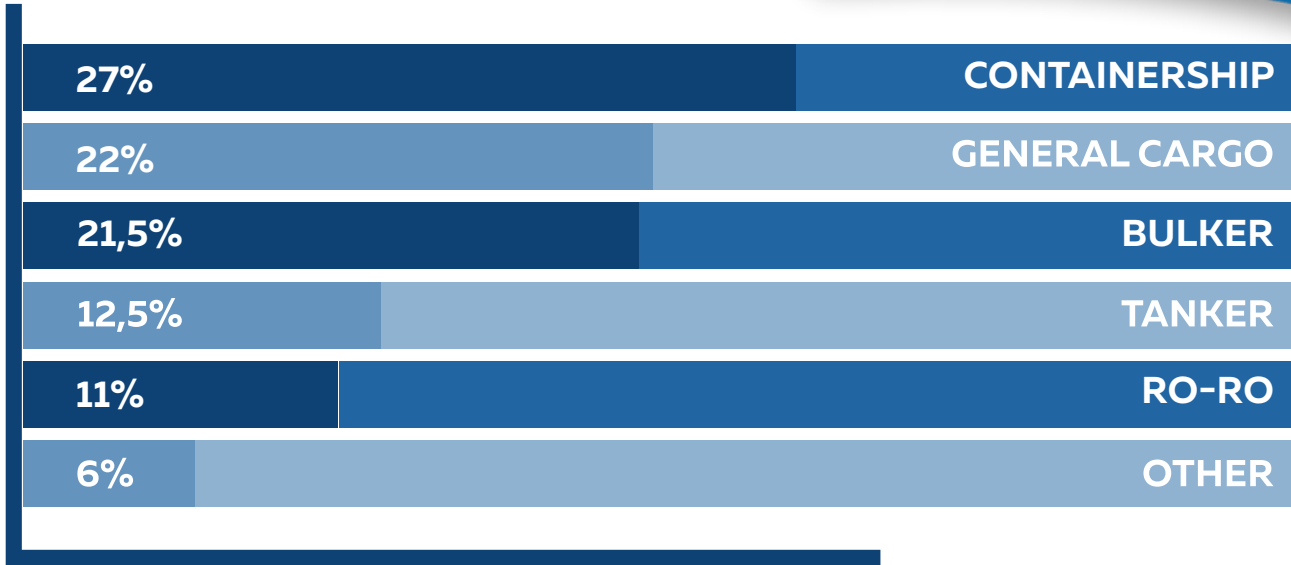


Breakdown by Vessel Type

MERCHANT FLEET 87%



* figures according to the MTWTU data base



ADVANTAGES OF UKRAINIAN SEAFARERS

Professional advantages of Ukrainian seafarers are very diverse. However they can be grouped into three categories: professional, cultural and geographical.

PROFESSIONAL ADVANTAGES

Professional advantages include high level of training and technical skills, ability to perform several tasks simultaneously, flexibility and quick learnability. Furthermore, maritime educational system of Ukraine is a mixture of traditional and innovative training. Many shipowners note a high level of knowledge of math and physics, which is undoubtedly one of the trumps of our seafarers.



**HIGH QUALIFICATION,
GOOD EDUCATION AND
TECHNICAL SKILLS**

MULTI-TASK

**FAST LEARNING AND
FLEXIBILITY**

SENSE OF RESPONSIBILITY

**LOW LEVEL OF
NEGLIGENCE**

**MIXTURE OF TRADITIONAL
AND INNOVATIVE
TRAINING**

**LOW INJURY FREQUENCY
RATE OVER OTHER
NATIONALITIES**

CULTURAL ADVANTAGES

Ukrainian seafarers are known to be hardworking, loyal and tolerant towards other nationalities – in other words, Ukrainians easily find common language with other crewmembers and rarely come into confrontation that allows maintaining positive interpersonal relations onboard.

- **STRONG NATIONAL MARITIME TRADITIONS**
- **HARD-WORKING**
- **LOYALTY AND RELIABILITY**
- **EUROPEAN MENTALITY**
- **TOLERANT AND FRIENDLY TO OTHER NATIONALITIES AND RELIGIONS**
- **ENVIRONMENTAL CULTURE**

GEOGRAPHICAL ADVANTAGES

Among the geographical advantages are Ukraine's location and visa-free regime with the Schengen countries, which make our country more mobile and thus 'convenient' for the employer. Besides that, our seafarers are capable to work in unfavorable weather conditions, which is rather difficult, for example, to their Asian colleagues. However, the absolute majority of workplaces are today occupied by Asians – Filipinos, Indians and Chinese.

- **NO VISA FOR SCHENGEN ZONE**
- **GOOD ENDURANCE AND RESISTANCE TO THE COLD**
- **FAVORABLE POSITION OF THE COUNTRY**



COMPETITIVENESS OF UKRAINIAN SEAFARERS

SEAFARER-PROVIDING
NATIONS



* Drewry Report

SEAFARERS’ WAGES AND TERMS OF EMPLOYMENT ACROSS TOP 4 PROVIDERS*

Indicative Dry Cargo vessel wage (USD)

COUNTRY	MASTER	CHIEF ENGINEER	VOYAGE LENGHT
UKRAINE	8,200 - 9,500	7,800 - 9,300	3 - 6 MONTHS
INDIA	8,500 - 10,100	8,200 - 9,900	3 - 6 MONTHS
CHINA	7,500 - 8,800	7,200 - 8,600	3 - 8 MONTHS
PHILIPPINES	8,100 - 9,400	8,000 - 8,800	3 - 6 MONTHS



ADVANTAGES ACROSS TOP 4 PROVIDERS*

ATTRIBUTES	UKRAINE	INDIA	CHINA	PHILIPPINES
BASIC SHOOOL EDUCATION	H	H	H	H
MARITIME EDUCATION	H	H	H	H
NAVIGATION SKILLS	H	H	H	H
ENGINEERING SKILLS	H	H	H	H
HOUSEKEEPING OF SHIP	H	M	M	M
HARDWORKING	H	M	M	H
ASSERTIVENESS	M	M	M	L
ANALYTICAL SKILLS	H	H	M	M
LOYALTY	H	M	L	M
COMMUNICATION SKILLS	H	H	L	M
ENGLISH LANGUAGE	M	H	L	H
RESPONSE DURING EMERENCIES	H	H	M	M
INITIATIVE	H	H	L	L
PRO-ACTIVNESS	H	H	M	L
COMPLIANCE WITH PROCEDURES	M	M	M	M
LEADERSHIP	H	H	M	M
TEAMWORK	H	H	H	H

*snapshot of maritime employers’ views
Where: H - high; M - medium; L - low

THE ROLE OF THE UNION

Despite the fact that Ukrainian seafarers are widely in demand by international shipowners, there remain quite a lot of potential maritime employers, who, for one reason or another, are unfamiliar with the advantages and prospects of Ukraine, as a country supplying professional personnel to the international maritime shipping.

This fact could not go unnoticed by the Trade Union, which is constantly working to increase the number of jobs for Ukrainian seafarers onboard the foreign-owned ships.





Thus, to change the situation, in 2018 the Union launched the Europe-Asia Maritime Summit, which has become a platform for presenting Ukrainian seafarers and Ukraine to a wide range of potential employers.

At the Summit, the Union's task is to portray Ukraine to overseas employers as a perspective contributor of marine personnel, highlighting the advantages of Ukrainian seafarers, thereby promoting them in global shipping and securing more and more jobs onboard foreign-flagged vessels.

"We created Europe-Asia Maritime Summit in 2018, and it found a broad response not only among our trade union colleagues around the globe, but also among shipowners.

Foreign employers are interested in Ukrainian seafarers, as in competitive, hardworking, highly skilled and well-trained specialists with worthy experience.

Summit of 2018 brought to Ukraine a number of companies and that resulted in creation of 400 new workplaces for Ukrainian seafarers."

EUROPE ASIA
MARITIME
SUMMIT 2019

Oleg Grygoriuk
First Vice Chairman
Marine Transport Workers'
Trade Union of Ukraine



EUROPE-ASIA MARITIME SUMMIT 2019

The second Europe-Asia Maritime Summit was held on June 3, 2019 in Odessa. The event was attended by the General Secretary of the International Transport Workers' Federation Stephen Cotton, representatives of the ITF affiliates from Japan, Singapore, Germany, Norway, the Philippines and India, representatives of shipowners and their associations from Norway, the Netherlands and Japan, representatives of the Ministry of Foreign Affairs of Ukraine, the Maritime Administration of Ukraine, the Inspectorate for Training and Certification of Seafarers, leading maritime higher educational institutions of Ukraine, seafarers' recruitment and placement agencies, as well as the Union members – Ukrainian seafarers.



"The MTWTU has overcome the way from a post-soviet union to a modern social services provider, a labor rights guarantor, which worthily does everything to increase the number of workplaces for Ukrainian seafarers in the world industry."

Stephen Cotton
General Secretary
International Transport
Workers' Federation

All the MTWTU's endeavors to enlarge the presence of Ukrainian seafarers onboard the foreign ships are actively supported by its strong partners – brother ITF trade unions, acting as solid guarantors of more effective and mutually beneficial relations between the MTWTU and the largest shipowners' associations in the world.

"Cooperation with the Ukrainian Union is going on for many years. We have negotiation and collective bargaining agreements' system with the MTWTU and the Norwegian Shipowners' Association.

We look forward to cooperate with the MTWTU because there are 1,500 Ukrainian seafarers, working onboard the Norwegian-controlled vessels, covered by our agreements, and that number might grow, if you want so."

Johnny Hansen
President
Norwegian Seafarers' Union



Positive were the shipowners' views towards Ukraine's future place in the global seafarers' supply.

They noted the definite strengths of Ukrainian seafarers, like good education and great professionalism, as well as strong seafaring traditions of our country.

"All IMMAJ member companies, employing Ukrainian seafarers, say that Ukrainians are highly skilled and internationally minded. Some of the members have intentions to increase the number of Ukrainians in the years to come.

I think, Ukrainian seafarers have a potential in the Japanese market, and initiatives like this Summit will be helpful to consider what needs to be done to give Ukrainian seafarers a better chance to work onboard the Japanese merchant ships."

Toshihito Inoue
Secretary General
International Mariners Management
Association of Japan

Setting and achieving goals, the Marine Transport Workers' Trade Union of Ukraine constantly cooperates with various international organizations, negotiates with foreign shipowners, attracts investments to maritime education and develops the country's maritime industry so that more and more foreign shipowners could appreciate the benefits of cooperation with Ukraine.

Hiring a Ukrainian seafarer, any foreign employer can be confident in his high professionalism. At the same time, the Union is always ready to take good care of the social dimension of seafarer's life.

Combining our efforts, we foster a new generation of Ukrainian seafarers from cadet to officer, because we know for sure that good employees is one of the key components of company's successful development.

**WE ARE PROUD OF THE UKRAINIAN
SEAFARERS, BECAUSE THEY ARE THE
GENUINE GLORY OF OUR COUNTRY!**





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