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SUMMARY REPORT OF ACTIVITIES 2018

MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE Summary Report of Activities 2018

Published May 2019

The Marine Transport Workers' Trade Union of Ukraine (MTWTU) is the largest national industrial trade union, embracing the massive membership of 78,000 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) for 27 years in a row, and today is the only maritime ITF affiliate in Ukraine.

From year to year the MTWTU has been conducting extensive work not only to fulfil its primary task – to secure labor rights of its numerous members – but to extend wide social and welfare coverage.

In this relation, we are pleased to present to your attention the newly-designed and extended Summary Report of Activities 2018 of the Marine Transport Workers' Trade Union of Ukraine.

ABOUT THE MTWTU

"During the productive months of the past year of 2018, we have managed to embody the goals and objectives set, moving forward without any stop. We are proud of the reached results and sure that any heights can be achieved in life when you are passionate in what you do.

We always put our members first, being a solid guarantor of their labor rights' enforcement. Our commitment is to build lasting, faithful and transparent relationships in any and every business we enter.

Having confidence and devotion in our traditional values, investment and hard work, we look forward to achieving our new goals."

Michael Kirieiev Chairman Marine Transport Workers' Trade Union of Ukraine

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MTWTU MEMBERSHIP REACHED 78,000

At present, the Marine Transport Workers' Trade Union of Ukraine is one of the largest national trade unions and the only maritime ITF affiliate in our country.

The Union's membership today amounts to over 78,000 transport workers, and new members replenish the MTWTU ranks every day.

The Marine Transport Workers' Trade Union of Ukraine unites almost half of the total seafarers' pool of the country, which is the growing number of over 47,000 Ukrainian mariners, working onboard the foreign-flagged vessels.

We sincerely believe that the people united can make a difference. We grow, expand and develop for our members – for their security, prosperity and success. MTWTU MEMBERSHIP REACHED 78,000

Membership Statistics



MTWTU Total Membership 78,510

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61% Seafarers 47,840



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MTWTU MEMBERSHIP REACHED 78,000

MTWTU Coastal Organizations Composition



MTWTU MEMBERSHIP REACHED 78,000

MTWTU Membership Statistics

31,9%

Youth (of the total number of coastal workers)





Women (of the total number of coastal workers)

24,7%



ITF INSPECTORATE STATISTICS 2018

In 2018, the ITF Inspectorate worldwide has traditionally demonstrated high performance, having processed the large amount of seafarers' applications and having recovered millions of USD backpay.

The ITF Inspectors maintain the momentum of the previous years: in 2016 they have collected over 42 million USD backpay, and in 2017 – over 38 million USD.





136 ITF Coordinators, Assistant Coordinators, Inspectors & Contacts





ITF INSPECTORATE STATISTICS 2018



ITF INSPECTORATE STATISTICS 2018

ITF Inspector in Ukraine & MTWTU



* Wage arrears & compensation payments

Having analyzed seafarers' claims we developed the 'anti-rating' of foreign flags, the inspected vessels were registered under, and the most common reasons of seafarers' claims.

ITF INSPECTORATE STATISTICS 2018



Anti-Flags – Most Frequent International Registries

Most Frequent Causes of Seafarers' Claims



COLLECTIVE BARGAINING UPDATE

Since 2012, the MTWTU owns exclusive right to conclude collective bargaining agreements within the framework of the International Bargaining Forum (IBF) with shipowners, members of the International Maritime Employers' Council (IMEC).

Agreement of such a standard acts as the guarantor of the labor rights protection and provides the Ukrainian seafarers with social benefits, developed and granted by the MTWTU.

Over the past few years, the overwhelming majority of the Union partner companies, employing Ukrainian seafarers on board their vessels, have already appreciated the advantages of IBF agreement over TCC and have expressed a preference for IBF agreement.

In 2018, the new IBF Agreement has been developed and approved. The MTWTU has successfully negotiated the updated version of the CBA with its largest partner shipowners and managers that resulted in the signing of the MTWTU IBF CBA for the period 2019-2020.

COLLECTIVE BARGAINING UPDATE

MTWTU Collective Agreements by Type as of 2018



COLLECTIVE BARGAINING UPDATE



MTWTU & Norwegian Shipowners' Association

Every two years, the MTWTU with the support of the Norwegian Seafarers' Union, Norwegian Union of Marine Engineers and Norwegian Maritime Officers' Association holds the negotiations with Norwegian Shipowners' Association (NSA).

In December 2018, the next round of talks was held, where the unions' party has offered a number of amendments to the text of the valid collective bargaining agreement in order to raise social guarantees for Ukrainian seafarers working on board the Norwegian shipowners' vessels.





COLLECTIVE BARGAINING UPDATE







Most of the offers have been accepted by the employers' party:

- Increase of seafarers' wages by 2% in 2019 and by 1% in 2020
- Death compensation increase by 5,000 USD
- 2 additional holidays Defender of Ukraine Day and Catholic Christmas.

Furthermore, it has been agreed to implement medical inter-voyage program for seafarers, working on board the vessels of NSA members.

COLLECTIVE BARGAINING UPDATE





MTWTU & Wilson - New Arrangements

In November 2018, negotiations have been held in Odessa between the MTWTU and the Norwegian shipping company *Wilson Ship Management* to review and improve the terms of collective agreement. Thus, the CBA for 2019-2020 has been updated in terms of compensation payments, salaries and deductions for union service and medical protection.

The parties have agreed to gradually increase the basic wage of Ukrainian seafarers, working on board the company's



COLLECTIVE BARGAINING UPDATE







ships: by 1,5% from January 1, 2019 and by another 1,5% from January 1, 2020.

Compensation payments will grow, respectively, by 2% each year.

Today, *Wilson Ship Management* employs about 1,650 workers, 1,500 of whom are seafarers. According to the company's representatives, in the near future their fleet will be replenished with 6 new ships.

Currently, about 350 Ukrainian seafarers are working on board 23 *Wilson's* vessels.

COLLECTIVE BARGAINING UPDATE

Collaboration with Unix Line

Singapore based *Unix Line* Company, managing chemical tankers, was established in 1990 as a joint venture to commercially operate several chemical tankers for marine transportation of bulk liquid chemicals in the Asian region.

In April 1998, *Unix Line* was reorganized into the subsidiary of *MOL Chemical Tankers* (formerly known as *Tokyo Marine*) and its main business role changed to ship management. The company today as well provides ship agency and ship supervisory services.

Modern *Unix Line* employs seafarers from Korea, Philippines, Myanmar and Bangladesh, and is to widen its employment to Ukrainian seafarers.

In 2018, *Unix Line* confirmed its intention to employ Ukrainian cadets and junior officers on board their vessels by signing the Agreement for Cooperation with the MTWTU, the Kherson State Maritime Academy and the crewing agency *Libra*, acting as employment mediator for *Unix Line* vessels in Ukraine.

COLLECTIVE BARGAINING UPDATE







The agreement reiterates practical and theoretical training of the Academy's cadets, approved by the Union, with their further employment to *Unix Line* vessels, mediated by *Libra*.

All the cadets, selected by the Academy for maritime practice, have to be members of the MTWTU, which is to exercise their labor and socio-economic rights' protection.

COOPERATION WITH ITF AFFILIATED UNIONS



Friendly relations between the MTWTU and its fraternal ITF trade unions are secured with the Memoranda of Understanding, and the MTWTU is rapidly developing the geography of international cooperation.

During the year of 2018, the MTWTU has managed to renew and sign the Memoranda of Understanding, setting out the terms of trade union cooperation and engagement with regard to provision of social benefits to seafarers, members of the unions, parties to these important documents.



COOPERATION WITH ITF AFFILIATED UNIONS





Thus, thanks to the Memoranda, Ukrainian seafarers, working on board the vessels, covered by the collective bargaining agreements of the unions – parties to Memoranda, are able to enjoy all the benefits of MTWTU membership.

In addition, the Memoranda provide for joint negotiations, actions and ship visits in order to attract new members to both signatory unions.

COOPERATION WITH ITF AFFILIATED UNIONS



Union of Ukraine & Union of Singapore

In summer 2018, within the visit to Ukraine of two Singaporean unions – the Singapore Maritime Officers' Union (SMOU) and the Singapore Organization of Seamen (SOS) – the MTWTU colleagues from Asia have once again reaffirmed their intentions to cooperate with the Ukrainian Union under the Memorandum of Understanding. Signed in January 2018, the Memorandum with SMOU provides for bilateral cooperation in terms of rendering support and assistance to the Ukrainian seafarers, working on board the vessels under the Singaporean flag.



COOPERATION WITH ITF AFFILIATED UNIONS







"In my opinion, Ukrainian seafarers have very bright future. They are hard-working and the most important – they have right attitude of mind. Nowadays, the maritime industry continues to grow, especially in Asia and I am hearing from companies more and more about engaging Ukrainian seafarers."

> Mary Liew General Secretary Singapore Maritime Officers' Union

COOPERATION WITH ITF AFFILIATED UNIONS



Memorandum with ver.di and HHLA subsidiaries

in 2018, the Memorandum of Agreement has been signed between the ITF affiliated unions MTWTU and ver.di, Germany, and their membership organizations in container terminals Odessa and Altenwerder, both subsidiaries of the German giant HHLA.

The Memorandum declares the parties' intentions for joint cooperation for future years, including experience



COOPERATION WITH ITF AFFILIATED UNIONS







and information exchange, as well as organization of joint sports and training activities for the MTWTU and ver.di members, working for both HHLA subsidiaries.

But the most important intention declared in the document was the establishment of the Joint Working Group with the primary task to discuss and develop solutions to the dockers' problems of today, like labor rights protection, occupational health and safety and timely response to industry changes.

COOPERATION WITH ITF AFFILIATED UNIONS

MTWTU & JSU Joint Educational Project

The MTWTU amongst its major goals strives to enlarge the number of Ukrainian seafarers working on board the foreign shipowners' vessels. To be able to secure more and more workplaces for Ukrainian seafarers, one important thing must be taken into account – in addition to the qualities our seafarers already possess, as decent education, diligence and honesty, there is another one, which is a must to be able to build a worthwhile career at sea – which is proficiency in English language.

Therefore, the Ukrainian Union and the All Japan Seamen's Union (JSU) have together launched the first and unique joint educational project, allowing Ukrainian seafarers, working on board the vessels belonging to Japanese owners, to enhance their knowledge of English completely free of charge.

Since the project launch, the Union has already happily welcomed the first two groups of graduates of the MTWTU&JSU Maritime English Education Program – the Certificates Awarding Ceremonies were held in August and November 2018.

Another two groups are now in the middle of the learning process.

COOPERATION WITH ITF AFFILIATED UNIONS







"The joint project between our unions has laid a foundation for close collaboration and mutual support. We are to promote Ukraine as a labor supplying country for Asian market, since the level of maritime training here in Ukraine is high and seafarers themselves possess strong personal skills like flexibility, diligence and responsibility."

Yasumi Morita President All Japan Seamen's Union

COOPERATION WITH ITF AFFILIATED UNIONS



Maritime Union Centre - Grand Conference Hall

The Maritime Union Centre has been established in May 2018 with the main goal of becoming the point of gathering for Ukrainian seafarers, where they can undergo training, communicate with their fellow colleagues and exchange experience.

Established with the help from the fraternal ITF affiliate All Japan Seamen's Union, the Union Centre offers comfortable facilities for seminars and trainings.

COOPERATION WITH ITF AFFILIATED UNIONS



Spacious, bright and well-equipped, the Union Centre has become an excellent venue for various events for seafarers.

Despite the fact that some of the Centre's classes still require equipment, about 1,000 seafarers have already visited the Union Centre in 2018.

This year, the MTWTU has also launched another service in the Centre facilities – the *Union Coffee* cafe, where the MTWTU members-seafarers can have a coffee and a snack at a significant discount.

ASSISTANCE & WELFARE





Financial Aid to Seafarers

In addition to its core activities, the Union strives to assist every claimer in every way possible. Unfortunately, the Union constantly receives applications for financial assistance from the Union members, and in 2018 has traditionally satisfied 100% of the claims.

Thus, last year **224 Union applicants-seafarers** have received financial assistance from the MTWTU: financial aid for a child birth, compensation of funeral expenses, financial assistance



ASSISTANCE & WELFARE







for sanatorium treatment or an ordinary financial aid in hard life situations – these are some of the reasons of seafarers' applications.

Categories of applications in 2018 were as follows:

- Health Insurance 46 persons
- Financial aid due to child birth 46 persons
- Sanatorium treatment 73 persons
- Reimbursement of funeral expenses 7 persons
- Medical treatment 31 person
 - Other 21 person

ASSISTANCE & WELFARE



Welfare Fund of Maritime Transport MORTRANS

The Welfare Fund of Maritime Transport *MORTRANS* has been established in 2001 by the Marine Transport Workers' Trade Union of Ukraine with a goal to provide charitable assistance to maritime industry employees and their families.

But the Fund's activities are not limited to these examples: *MORTRANS* assists retired seafarers, students and cadets of maritime educational institutions, foreign seafarers, working on board the vessels, covered by the agreements of the ITF or its affiliated trade unions as well as the wide variety of other beneficiaries.

In addition, the Welfare Fund *MORTRANS* makes every effort to attract attention of government agencies and public to the development issues of the maritime transport sector and challenges within. The Fund is working to unite the efforts of government and civil society to


ASSISTANCE & WELFARE





meet the challenges and improve the quality of life of the maritime industry workers.

Summing up the year of 2018, the Welfare Fund of Maritime Transport *MORTRANS* proudly presents the results of its successfully implemented charitable activities.

In 2018, the Welfare Fund *MORTRANS* has traditionally focused on social programs, aimed at extending comprehensive assistance to maritime transport workers and members of their families.

As a result of this work, more than 3,000 beneficiaries received charitable assistance from the Welfare Fund *MORTRANS*.

Let us look closer at the major areas of work of the Welfare Fund of Maritime Transport *MORTRANS* in 2018.

TOP PERFORMANCE

ASSISTANCE & WELFARE

Ukrainian seafarers and their families

Seafarers' job brings not only physical but psychological load: seafarers often become victims of unscrupulous shipowners, fight storms, suffer from pirates' attacks, get captured or arrested. When a seafarer is on voyage, it is important for him to know that there exists an organization that takes care of him and his family, where he may always seek help in times of serious need: the Welfare Fund *MORTRANS* has long become such an organization for Ukrainian seafarers.

All the applications from the Ukrainian seafarers, received by the Fund in 2018, may be grouped into three categories:



ASSISTANCE & WELFARE



Foreign seafarers, calling the ports of Ukraine

The Welfare Fund *MORTRANS* assists foreign seafarers calling the ports of Ukraine, who found themselves in distress – have been deprived of their contractual entitlements. In a situation when a shipowner fails to fulfill his obligations, the Welfare Fund *MORTRANS* is always ready to timely respond to the crews' basic needs: supplies food, drinking water, hygiene products, etc.

Unless otherwise foreseen, the Welfare Fund of Maritime Transport MORTRANS in exceptional cases may incur repatriation costs for Ukrainian seafarers as well as may assume responsibility for legal fees, which may be required abroad.

TOP PERFORMANCE

ASSISTANCE & WELFARE

Union workers and their families

Trade unionists are people, who dedicate most of their life to serve the others, defending socio-economic interests of employees at the workplace. Thanks to them the union movement on maritime transport is thriving for many years to come. Trade union activists deserve respect, attention and assistance, especially when they discharge into a well-deserved retirement. They have their own families, their children, and like any other people are not immune to accidents and diseases. Thus, in 2018, the Welfare Fund of Maritime Transport *MORTRANS* has provided assistance to the applicants of this category:



ASSISTANCE & WELFARE



Maritime industry veterans

Maritime veterans are people who have dedicated their entire lives to the formation and development of maritime industry, and their strength and knowledge – to the development of navigation. Due to the low level of seafarers' pensions in our country, maritime industry veterans often seek help due to their difficult financial situation.

The Fund *MORTRANS* on a permanent basis assists this category of applicants: each year the Fund provides charitable financial assistance to various organizations of maritime veterans of Ukraine on the occasion of:

- The Day of Older Persons;
- The Sea and River Fleet Day of Ukraine;
- Victory Day over Nazism in World War II;
- The Saint Nicholas Day, etc.

The Fund also responds to individual applications – then, the decision is made on provision of recipient-oriented assistance for treatment and rehabilitation after surgeries.

TOP PERFORMANCE

ASSISTANCE & WELFARE



Youth and educational institutions of Ukraine

Students and cadets of maritime educational institutions of Ukraine are the future elite of our country. The Fund *MORTRANS* 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.

In 2018, the Fund as well has contributed into the development of intellectual and creative opportunities of the students. The Fund has purchased computers in order to improve the material and technical basis and the learning process, provided charitable assistance to students injured due to accidents, etc.





ASSISTANCE & WELFARE







The Welfare Fund *MORTRANS* has conducted intellectual games for students as well as the other cultural activities. The Fund has been promoting moral and patriotic education of the younger generation, development of love and attachment to the Homeland, its culture and traditions.

Voluntary Work

In 2018, the Fund *MORTRANS* has been also actively engaged in volunteer activities. Innovation in this area has been the establishment of the Volunteers' Club – a kind of platform for solving problems of volunteerism, providing assistance to those who need it, for attracting young people to address social problems, for popularization and promotion of volunteerism. The club helps to meet new people, gain experience in social work and implement the proposed projects. Volunteers are the reliance of the Fund.

TOP PERFORMANCE

ASSISTANCE & WELFARE



Parentless children, children from large families, disabled children and child cancer patients

During 2018, the Welfare Fund of Maritime Transport *MORTRANS* has been actively working to help orphans from boarding schools and orphanages, children from large families and children with disabilities. The Fund has also directed charitable assistance to medical institutions that are helping children with pathologies of central nervous and musculoskeletal systems.

In 2018, the Fund has rendered assistance to the following institutions of Odessa region:

 Odessa Regional Charitable Foundation for Rehabilitation of Disabled Children *The Future*;

ASSISTANCE & WELFARE



- Janusz Korczak Institute of Medical Rehabilitation of Children with Central Nervous System Lesion;
- Boarding School 7 for Children with Cerebral Palsy and Children with Effects of Poliomyelitis;
- Krasnosilsky Orphanage;
- Disabled People Association of Primorsky District of Odessa;
- Public Organization Peresypchanka.

There is nothing worse than a terrible diagnosis, which, sadly, parents sometimes hear, especially when it comes to oncological disease. The Welfare Fund of Maritime Transport *MORTRANS* does everything possible to give these children a chance to live. Our assistance does not only allow parents of sick children to solve financial problems, but gives a sense of confidence that the life of their child is important, that there is a shoulder to lean on in difficult times.

TOP PERFORMANCE

ASSISTANCE & WELFARE



Development of cultural and artistic programs

In 2018, together with the MTWTU, the Welfare Fund of Maritime Transport *MORTRANS* has conducted the New Year Shows for children. The New Year performances have traditionally become a bright and colorful performance and a sweet gift for each child.

In 2018, the children have also enjoyed the other Fund-organized events – the holidays in family entertainment complex *Igroland*, where they could have played game machines, taken part in contests and received prizes and sweets from the Fund.

The Welfare Fund of Maritime Transport *MORTRANS* works to ensure that life of Ukrainian seafarers, dockers and their families changes for the better. Even in the most difficult for Ukraine times of crisis, the founders of the Fund are doing their best to secure the planned funding, so the work of the Fund does not stop for a minute.

ASSISTANCE & WELFARE



"We will continue to do everything we can to make sure that our beneficiaries have the hope of recovery, have the opportunity to develop and improve, and most importantly – have belief in the good! We believe that we are able to bring all our ideas to life.

And we invite any of you to join the good deeds!"

Antonina Shkamerda Director Welfare Fund of Maritime Transport **MORTRANS**





The Marine Transport Workers' Trade Union of Ukraine constantly collaborates with various counterparts, starting from the Government agencies of Ukraine, like the Ministry of Infrastructure of Ukraine, the Ministry of Foreign Affairs of Ukraine and its divisions, to global organizations like the International Labour Organization, the International Maritime Organization, Organization for Security and Cooperation in Europe and surely the International Transport Workers' Federation and its affiliates worldwide in order to promptly respond to the most pressing challenges of the shipping industry and thoroughly secure the labor and social rights of the Union members.

During the year of 2018 we have managed to implement the large variety of important maritime projects, which we proudly represent to you in this title of the Report.





COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE

In 2018, a foundation has been laid for a close relationship and cooperation between the MTWTU and the Ministry of Foreign Affairs of Ukraine with the main aim – to support Ukrainian seafarers stranded abroad as a result of emergencies.

In a joint process of consultation a major problem has been identified – criminalization of seafarers, that threatens all the global mariners, and is particularly acute for the Ukrainians.

As at the end of 2018, the Ministry of Foreign Affairs of Ukraine reported of about more than 300 Ukrainian seafarers detained abroad on suspicion of having committed criminal acts. The most frequent detention cause is transportation of illegal passengers or smuggled goods – drugs, cigarettes or fuel.

To address the problem, the Marine Transport Workers' Trade Union of Ukraine coordinated its actions with the Ministry of Foreign Affairs of Ukraine and developed a set of measures with the main purpose – to prevent seafarers' involvement in illegal activities at sea.

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



Memorandum with the MFA of Ukraine

In order to thoroughly address the criminalization of seafarers, in July 2018 there was signed a Memorandum of Cooperation between the MTWTU and the Ministry of Foreign Affairs of Ukraine, which provides for cooperation, aimed at supporting Ukrainian seafarers stranded abroad as a result of emergencies.

The Memorandum has laid a foundation for the rapid expansion of relations between the labor Union and the government's agency.

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE





"I can safely say that our objectives correlate, speaking about our activities towards Ukrainian seafarers, who are far from the homeland in a difficult situation. Unfortunately, while our seafarers have to work on vessels flying the foreign flags, this subject cannot be closed. We have a lot to do in this direction. Thank you for your cooperation, for understanding and for your work. Please be confident of full support from the Ministry of Foreign Affairs of Ukraine.»

> Sergey Pogoreltsev Director-General for Consular Service Ministry of Foreign Affairs of Ukraine

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE

Project to Oppose Criminalization of Seafarers

In cooperation with the Ministry of Foreign Affairs of Ukraine, there has been developed a joint project aimed at preventing seafarers' involvement in illegal activities at sea, as well as at ensuring protection of their rights to fair treatment during criminal proceedings, pre-trial detention and in penitentiary institutions.

Within the framework of the project, there has been introduced a proposed schedule of activities focused on two main objectives: to improve legal protection for arrested seafarers and to prevent seafarers' further involvement in criminal offences.

The project is also aimed at implementing a complex of activities with the purpose of strengthening bilateral cooperation between the authorized bodies of Ukraine and the relevant authorities of those countries where seafarers have been detained.

The project's presentation was organized jointly by the MFA's Department of Consular Service and the MTWTU and gathered together the representatives of the Ministry of Justice of Ukraine, the National Police of Ukraine, the Ministry of Foreign Affairs of Ukraine, the Ministry of Social Policy of Ukraine, the International Labour Organization, the International Organization for Migration, the UN office

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



PREVENTING SEAFARERS' INVOLVEMENT IN MARINE CRIMES AND PROTECTING THEIR RIGHT TO FAIR TREATMENT

on Drugs and Crime, Delegation of the European Union to Ukraine, as well as consular officers and representatives of the embassies of Greece, Georgia, Italy, the United Kingdom and the United States of America.

The Project gained support from the four United Nations agencies: International Labour Organization, International Maritime Organization and International Organization for Migration and the United Nations Office on Drugs and Crime. It has been also fully supported by the International Transport Workers' Federation and its affiliates worldwide.





COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



Maritime Information Center Launched

In summer 2018, there has been established the Maritime Information Center – 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.

The first Maritime Information Center was launched in Odessa. Shortly after, another two Information Centers were also opened in Kherson and Izmail. Close coordination with the MFA's Department of Consular Services allows the Centers to respond as promptly as possible to the requests of Ukrainian seafarers and their families.

Surely, all the services provided by the Maritime Information Centers are free of charge.

It is worth noting, that collaboration between the Union and the Ministry has immediately produced results. Through the joint efforts of the Ministry of Foreign Affairs of Ukraine and its diplomatic missions in various countries, the ITF, the MTWTU, as well as lawyers, seafarers' relatives and various parties concerned, about 60 Ukrainian seafarers have successfully returned back home in summer of 2018.

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE







"The main task of the Maritime Information Center is to prevent crisis situations through the awareness-raising work with seafarers and cadets, because it is more effective to prevent such situations from happening, than to try to resolve those later."

> Michael Kirieiev Chairman Marine Transport Workers' Trade Union of Ukraine

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE

Minister of Foreign Affairs Visits the MTWTU

In October 2018, the Minister of Foreign Affairs of Ukraine Pavel Klimkin, accompanied by the delegation of the MFA, visited the head office of the Marine Transport Workers' Trade Union of Ukraine in Odessa, as well as the Union's Maritime Information Center.

The Minister Klimkin stressed that he found cooperation between the Foreign Ministry and the Union effective and promising, where the signing of the Memorandum between the MFA and the MTWTU was undoubtedly an important step.

The Minister said that joint activities for the benefit of Ukrainian seafarers had started to spread beyond the scope of the Memorandum, since the cooperation was expanding and new areas of interaction were being born.

COOPERATION WITH THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE







"When our seafarers get into trouble in foreign ports, Ukrainian diplomats do everything within their competence. The same is true of the MTWTU, which today unites tens of thousands of Ukrainian seafarers working all over the world. We all have both certain results that we can be proud of, and issues that still need to be worked on."

> Pavel Klimkin Minister of Foreign Affairs of Ukraine

MTWTU & OCSE





2018 was the year when cooperation between the MTWTU and the Organization for Security and Co-operation in Europe (OSCE) started.

Criminalization and namely seafarers' involvement into human trafficking was the point of interest for both organizations and the reason of working meetings between the Union representatives and the Monitoring Officers from the OSCE Special Monitoring Mission to Ukraine.

MTWTU & OCSE



In particular, the OSCE is being concerned with the issue of Ukrainian seafarers, detained for transporting illegal migrants to the European Union countries, and the work the Union performs to prevent such incidents.

The organizations have laid a firm foundation for further successful collaboration and addressing the existing problem.

VARIOUS MARITIME EVENTS



Among the most important and valuable areas of work of the Marine Transport Workers' Trade Union of Ukraine are awareness-raising and education activities, conducted on a regular basis for the Union members. To that end, we regularly organize various seminars and trainings for our acting and future seafarers, as well as dock workers and the other maritime transport workers of Ukraine.

We educate the Union members on labor rights' protection, explain the provisions of the collective bargaining agreements, national and international labor regulations, speak about the International Transport Workers' Federation and its Inspectorate and provide tips on how to seek fair employment.











We provide updates on current national legislation with regard to seafarers' pensions and taxation, give examples on labor cases we have handled and focus on HIV prevention issues. We sometimes go further, bringing to the discussion the topics of alternative sources of income, such as crypto-currencies or property rentals.

In total in 2018, the MTWTU has conducted 6 information and education seminars for its members, attended by 400 participants. This title will tell you more about the seminars and various awareness-raising activities we have carried out and participated in during the past year.

VARIOUS MARITIME EVENTS

FIRST CRUISE SEMINAR IN EASTERN EUROPE



In June 2018, the first seminar in Eastern Europe for cruise industry workers was held in Odessa. The trade union awareness-raising Cruise Seminar was organized under the aegis of International Transport Workers' Federation by its affiliates from Norway (NSU), Germany (ver.di), Italy (FIT-CISL) and Ukraine (MTWTU). The Seminar agenda included labor rights, collective bargaining, Maritime Labor Convention, 2006, HIV/AIDS and gender equality.

40 participants from Romania, Bulgaria and Ukraine took part in this new event, which hopefully would become a good tradition – the second Cruise Seminar in Odessa is scheduled to be held in June 2019.



FIRST CRUISE SEMINAR IN EASTERN EUROPE









VARIOUS MARITIME EVENTS

EUROPE-ASIA MARITIME SUMMIT



In 2018, there was held the first ever Europe-Asia Maritime Summit in Ukraine. Arranged by the MTWTU, the Summit gathered together the representatives of the ITF Head Office, maritime ITF trade unions of Japan and Singapore, the Ministry of Infrastructure of Ukraine, manning agencies, maritime educational institutions of Ukraine and the Union members, Ukrainian seafarers.

The main Summit mission was to demonstrate the potential of Ukraine on the international maritime arena to the foreign colleagues, as well as to identify the weakest points of the Ukrainian maritime labor.

Among the main issues raised at the Summit were training and employment of Ukrainian seafarers' and their work-related issues. And the result of it was the adoption of the Resolution, supporting the MTWTU's active efforts aimed at the soonest ratification of the Maritime Labour Convention, 2006 and Seafarers' Identity Documents Convention (Nº185), 2003 by Ukraine.

Greatly valued, the Europe-Asia Maritime Summit 2.0 is scheduled to be held in summer of 2019.

EUROPE-ASIA MARITIME SUMMIT







"Asian countries and companies are the very center of the global maritime business today. For example, Japanese companies build brand new modern vessels, employ qualified crews and fully comply with the highest global shipping standards.

It is logical that the best of our best seafarers tend to work onboard the best vessels. Our Union cooperates with a number of companies of impeccable reputation and a century of history, making every effort to bolster such partnership."

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

VARIOUS MARITIME EVENTS

AWARENESS-RAISING UNION WEEK SEMINARS FOR SEAFARERS



The Union Week awareness-raising series of seminars, conducted by the Union and the ITF jointly, have managed to become a good tradition within the MTWTU.

Recall that the first Union Week training was arranged in 2016 and gathered about 400 seafarers, both members and nonmembers of the MTWTU. The first Union Week was followed up by the Membership Boosting Campaign, when the ITF inspectors worldwide visited the ships with Ukrainian seafarers on board, encouraging them to



AWARENESS-RAISING UNION WEEK SEMINARS FOR SEAFARERS







join the only maritime ITF affiliate in Ukraine – the MTWTU.

In 2017, 4-days Union Week 2.0 attracted 500 participants, and in 2018, there took place the third Union Week called *New Level*. During threeday training more than 150 Ukrainian seafarers attended the sessions on various issues, like trade union awareness, the work the MTWTU and the ITF perform with regard to labor rights' protection of seafarers, various pre-employment and employment aspects of working at sea, which should not by any means be neglected.

VARIOUS MARITIME EVENTS

PARTICIPATION IN MARITIME FORUM ETC-2018



For six years in a row, the Ukraine's landmark maritime event – the International Forum on Seafarers' Education, Training and Crewing (ETC-2018) has brought together the world's finest maritime experts.

In 2018, the Forum gathered together 160 guests from more than 20 countries: maritime universities and colleges, shipping companies, manning agencies, manufacturers of specialized training equipment for the shipping industry and international banks. The Forum's theme was *Partnership for Progress*, as this large-scale project is aimed at bringing together the industry's experts and to facilitate partnerships.


PARTICIPATION IN MARITIME FORUM ETC-2018







Being among the main sponsors of the event, the MTWTU annually invites its foreign colleagues to attend this truly landmark event for the whole Ukraine and for its maritime capital – Odessa.

The Forum traditionally hosted panel discussions, conferences, round tables and large exhibition. The MTWTU exhibition booth drew significant attention of the visitors – over 1,000 people stopped by to check for some useful publications, memorable gifts and presents. There the visitors could also consult the Union experts and the only ITF Inspector in Ukraine.

VARIOUS MARITIME EVENTS

SEMINAR: NEW REQUIREMENTS TO DOCK WORK





In summer 2018, 70 dock workers attended the seminar called *Changes to the Legislation of Ukraine. New requirements to Dock Work and Experience of European Trade Unions.* The seminar was jointly arranged by the MTWTU and the German trade union ver.di, under the auspices of the ITF.

The seminar's agenda included update on international legislation on collective bargaining, presentation of the Union's project on modern training system of port workers, as well as experience exchange with European trade unions.



SEMINAR: NEW REQUIREMENTS TO DOCK WORK







There was also announced the new MTWTU's project on developing the modern educational system for dockers. The project's goal was to establish an effective system of port workers' training, to decline the level of injury and work-related illnesses in Ukrainian sea ports through implementation of modern standards of occupational health and safety, as well as to increase the potential of social partnership for further work in this area.

It is planned to implement the project in three stages with a maximum use of decrees, rules and recommendations of the ILO, IMO and ITF.

VARIOUS MARITIME EVENTS

PARTNERS' SEMINARS & ACTIVITIES

During 2018, the MTWTU has actively participated and valuably contributed to the various seminars and trainings of the numerous Union's partners and colleagues from the maritime transport sect or of Ukraine.

Under the active collaboration with the local manning agencies of Ukraine, employing Ukrainian seafarers for foreign shipowners' vessels, the Union's representatives took part in staff seminars for seafarers of Anglo-Eastern Ukraine, Wallem Shipmanagement, ASP Ship Management and other companies, having represented its statute activities, current projects and goals for the future.

The Union has contributed to the trainings and workshops of the Inspectorate for Training and Certification of Seafarers, seafarers' educational platform Learnmarine and sponsored children's sports competitions in karate and artistic gymnastics.

We have also held the meetings with the employees of the local seafarers' manning agencies to update them on the ITF collective bargaining agreements, national legislative changes and to discuss the recent developments in shipping industry.

PARTNERS' SEMINARS & ACTIVITIES



VARIOUS MARITIME EVENTS

WORKING WITH YOUTH

The MTWTU initiated the youth movement development within its structure in 2002, and since then has been paying particular attention to strengthening trade union activism among young maritime workers as well as to their training, development and labor protection.

Throughout the year of 2018, we have managed to attract our young members to the vast majority of both training and entertainment events, arranged by the Union. But additionally, we have conducted a certain number of events, involving young members exclusively.

The MTWTU initiated the youth movement development within its structure in 2002, and since then has been paying particular attention to strengthening trade union activism among young maritime workers as well as to their training, development and labor protection.

Throughout the year of 2018, we have managed to attract our young members to the vast majority of both training and entertainment events, arranged by the Union. But additionally, we have conducted a certain number of events, involving young members exclusively.

Traditionally, the Union conducts pre-employment consultations with young cadets and students of maritime educational institutions of Ukraine in order to raise their awareness of their labor rights on board the foreign vessels during the board training.

WORKING WITH YOUTH





VARIOUS MARITIME EVENTS

HIV/AIDS – RAISING AWARENESS AND ENDING STIGMA



It is well known that transport workers are particularly vulnerable to HIV/AIDS. The MTWTU, as well as the ITF, is dedicated to raising awareness of this problem and ending the stigma around HIV/AIDS.

For many years in a row, we regularly publish information materials that are distributed not only among all the MTWTU membership organizations throughout Ukraine, but shipping companies, seafarers' manning agencies and seafarers' training and certification centers.

The problem of HIV is always on the agenda of each seminar that the Union conducts for seafarers, as well as free anonymous HIV testing, which necessarily takes place after consulting with a specialist.

HIV/AIDS - RAISING AWARENESS AND ENDING STIGMA



Before each Union's movie screening for seafarers and their families, instead of advertising, the informational clip *I Know my HIV Status* is necessarily demonstrated.

To study the problem, the MTWTU conducts anonymous questioning of seafarers in order to find out their level of awareness and identify gaps in knowledge with the aim to overcome social discrimination and stigmatization towards HIV-positive people. We also raise the problems of discrimination of seafarers for HIV status with representatives of crewing companies and shipowners.

Throughout the year of 2018, over 1,000 people received information materials on HIV/ AIDS under the MTWTU outreach campaigns. Around 500 maritime transport workers of Ukraine have passed anonymous HIV testing, distributed for free among the Union members all over the country.

VARIOUS MARITIME EVENTS

HIV/AIDS – RAISING AWARENESS AND ENDING STIGMA





Cooperation with ITF & ILO

Addressing the HIV/AIDS problematics, the MTWTU has long been enjoying fruitful cooperation with the **International Transport Workers' Federation**. Jointly in 2018, the MTWTU and the ITF have managed to successfully conduct the following activities:

• Within the first **Cruise Seminar in Eastern Europe**, held in June 2018 in Ukraine, the cruise industry workers have learnt more about HIV and have been given the opportunity to undergo anonymous voluntary HIV testing.

• Since January 1, 2018, the Kherson State Maritime Academy training program includes a **module on HIV/AIDS prevention**.

HIV/AIDS - RAISING AWARENESS AND ENDING STIGMA





In particular, future bachelors of navigation and ship power engineering are now learning the topic while exploring the subject *Occupational safety and labor protection*. In 2018, the first 200 cadets have successfully completed the new course.

• Especially for the 44th ITF Congress in Singapore, the MTWTU developed a **4-year report on the work for HIV prevention**, which could have been found in the Wellbeing Kiosk at the Congress, offering materials on HIV/AIDS and other seafarers' welfare and health-related issues.

• Union's **Medical Manual for Seafarers**, developed and produced in 2018, has a section on HIV in it.

VARIOUS MARITIME EVENTS

HIV/AIDS – RAISING AWARENESS AND ENDING STIGMA





Together with the **International Labour Organization**, the Union has also managed to conduct several activities on HIV prevention in 2018.

We have addressed the large audience of Ukrainian seafarers, cadets and students of maritime educational institutions of Ukraine through outreach work on HIV prevention. In 2018, the ILO and the Union have jointly conducted two trainings on HIV/AIDS:

• The MTWTU and the ILO have conducted two-day training Reducing discrimination at the workplace through the prevention of HIV, stress and gender-based violence, which has gathered about 30 Ukrainian seafarers and cadets.

• Three-day training called *Strengthening HIV and* AIDS Workplace Policy and Programs have been attended by

HIV/AIDS - RAISING AWARENESS AND ENDING STIGMA



another 30 Union members – cadets of maritime educational institutions, port employees and Ukrainian seafarers.

In December 2018, the ILO and the MTWTU have traditionally marked the World AIDS Day, having conducted Information campaigns, which included:

- Meetings with cadets of maritime educational institutions to discuss the HIV problematics;
- Distribution of information booklets and contraceptives among seafarers;
- Publication of articles in the Union magazine and social networks, drawing public attention;
- Organization of free anonymous rapid HIV testing.



Part of the Union's job is to organize leisure activities for the Union members and their families. Entertainment arranged by the Union is very much awaited by its members and their families, and we endeavor to widen the variety of events organized. The year of 2018 traditionally saw a number of entertainment activities, happily attended by seafarers and their beloved ones.

Seafarers often ask us, where we get our inspiration from, being so creative in respect to entertainment activities for the Union members. The answer is – never say no, stay open to any offer and believe that absolutely any idea can be brought to life!



JUNE 25 – THE DAY OF THE SEAFARER





Within the MTWTU, a good tradition to celebrate the International Day of the Seafarer was laid down in 2017. And in 2018, the MTWTU again invited its members to the large beach front complex called *Private Elling*.

Hawaiian-style celebration gathered together over 500 guests – seafarers, members of the MTWTU, together with their families.



JUNE 25 – THE DAY OF THE SEAFARER







There all the holiday participants could enjoy a recreation and entertainment program. Our little guests took part in various contests held by animators both in the pool and on the beach. At the same time, there were held master classes for children and each little guest could have the fun face painting done.

Our seafarers admit that this massive celebration is amongst the most anticipated and most joyful summer activities of the Union.

FLEET DAY CELEBRATION



The first Sunday of July is the day when the whole Ukraine celebrates the Day of Sea and River Fleet Workers. For the Union, this is traditionally the day to congratulate all maritime professionals, who have committed themselves to the maritime transport.

In 2018, solemn celebration on this occasion united over 300 participants: foreign guests, Union's partners and friends and of course, members of the MTWTU – maritime transport workers together with their families.

The Fleet Day celebration always includes entertainment program, complimented by a large range of congratulations, toasts and an awards ceremony, intended to recognize contribution to the maritime industry of some special guests of the event.

FLEET DAY CELEBRATION





INTERNATIONAL WOMEN'S DAY



Another good tradition within the Union is to congratulate women-seafarers and seafarers' wives with the International Women's Day, celebrated on March 8 every year.

Last year, 50 women-seafarers, members of the Union, as well as 75 seafarers' wives not only received nice gifts from the MTWTU, but were invited to participate in the training called *What a Woman Wants, God Wants*.



INTERNATIONAL WOMEN'S DAY







It is no secret, how difficult it is to be parted from your beloved one, and seafarers' wives know this the best. The main topic raised at the training was the choice each of the ladies has made, the path they have chosen, becoming a wife of a seafarer.

At the training they have discussed how to remain faithful to yourself, to your love, values, inner nature and freedom on the chosen path; how to create, preserve and spark love and warmth, when developing a family.

UNION REVIVES TRADITIONS

In former USSR, Women's Councils were an integral part of the world largest Black Sea Shipping Company. Women's Council is a group of active seamen's wives, engaged in social life of the Shipping Company, who shared their life experience with the younger generation, spent leisure time, organized useful and interesting activities for seafarers and their families.

Unfortunately, along with declining of the formerly powerful BSSC, Women's Councils gradually outlived itself. The MTWTU decided to remedy the situation and united seafarers' wives in a group they themselves named *Sea Stars*.

The meetings of the Union activists are now held regularly, and to mark the first meeting the Union invited all 25 ladies – *Sea Stars'* activists – to attend the master class by the winner of the popular *Master Chef* cooking show Hasmik Gasparyan.

UNION REVIVES TRADITIONS



UNION TAKES TO THE MOVIES

Premiere movie screenings for the members-seafarers, arranged by the MTWTU, are a good and welcomed tradition we've been keeping for 5 years now.

This year, 4,500 seafarers and their family members watched 9 premier film screenings of world-famous movies:

- Black Panther
- Pacific Frontier 2
- Ready Player One
- Avengers: Infinity War
- Jurassic World: Fallen Kingdom
- Incredibles 2
- Ocean's Eight
- Luis and the Aliens
- Fantastic Beasts: The Crimes of Grindelwald







UNION TAKES TO THE MOVIES



CHILDREN'S LEISURE



This year, the MTWTU has traditionally arranged various entertainment activities for the children of its members-seafarers, timed to the major children's holidays – the International Children's Day and the Knowledge Day:

• Among the most popular were children's holidays at the **Family Entertainment Complex Igroland** – this year, the Union held 2 holidays of such a kind for 400 little guests and their parents.

• This year, the Union took seafarer's children to the **Museum of** Interesting Science, where they could not only enjoy the exhibition, but watch a science performance – 100 young spectators enjoyed the museum and the show.

CHILDREN'S LEISURE



• The true masters of elements shared their knowledge and secrets with the children of seafarers, the MTWTU members, who were invited to see **The Master of Elements** show at *Beit Grand* Jewish Cultural Centre. In total, 100 viewers watched the spectacular show.

• The Union, since its founding, has been organizing special New Year Shows for seafarers' children, where kids may not only enjoy the fairytale performance, but always get a sweet present. This year, we have distributed 7,200 invitations among the Union members to watch the New Year performance **Ruslan and Ludmila**. **New Story** at the Hotel Complex *Odessa*.

UNION INVITES! GAMES, TOURS, CONCERTS

In 2018, the MTWTU seafarers together with their families took part in the variety of entertainment activities the Union prepared for them. We stay open to any suggestions from seafarers on what entertainment they would wish us to arrange for them.

• A good tradition within the Union is **bowling tournaments** among seafarers. This year the Union also invited seafarers and their families to take part in this amateur competition – 60 Ukrainian seafarers participated in the Union's bowling competition.

• This year, for the very first time, with the help of *City Quiz* team, the MTWTU conducted an intellectual and **entertaining game for the families of seafarers**, Union members. 60 participants organized into teams had a chance to ascertain the breadth of their knowledge in various categories: history of the trade union movement, maritime traditions and facts about the Odessa city. Every stage of the game required erudition, quick reaction and of course the desire to win. Surely, all the participants received awards from the Union.





UNION INVITES! GAMES, TOURS, CONCERTS



UNION INVITES! GAMES, TOURS, CONCERTS



• During summer holidays, the Union's invitations to the **Odessa Waterpark** are eagerly awaited by seafarers and their families. For many years in a row the Union invites its members to the unforgettable holiday, and this summer was no difference: 1,000 seafarers and their beloved ones visited the large **Odessa** Waterpark, full of fun water slides, various swimming pools, animators and competitions for children.

 Another traditional family entertainment – the amazing performance of the largest circus in Ukraine –
Kobzov, this year gathered 550 seafarers and their families, and left none of them indifferent.



UNION INVITES! GAMES, TOURS, CONCERTS







• The MTWTU invited its members to **the legendary performance Bullheads in Tomato Sauce** at the Beit Grand Jewish Cultural Centre. 200 Union members enjoyed the legendary performance, portraying the unique Odessa flavor.

• This summer, the Union seafarers and their families have also been invited to the **Nemo Dolphinarium** to enjoy the new spectacular show called *United Planet*, starring **Nemo's** leading performers – friendly dolphins and fun seals. Together with sea inhabitants, 650 MTWTU members traveled to the ocean's hidden depths, visited the most remote corners of the planet and discovered the secrets of sea life.

THE UNITING POWER OF SPORTS





In June 2016, the MTWTU for the first time took part in the National Spartakiad of Transport Workers, held in the seaside resort of Albena, Bulgaria, by the fraternal ITF trade union – the Federation of Transport Trade Unions in Bulgaria. Since then, the Union regularly participates in the annual sports competitions in Bulgaria.

This year, the MTWTU sent to Albena a team of 7 seafarers, the Union members, who, in addition to positive memories, brought home great results.

THE UNITING POWER OF SPORTS









PUBLICATIONS AND ONLINE RESOURCES

In addition to our traditional periodicals, electronic and internet publications, which will be described below, we have also developed and published various information summaries for our members-seafarers on various acute topics of today's maritime world.

We have warned seafarers from falling into trap of unscrupulous employers; having analyzed seafarers' complaints, received by the MTWTU and the ITF Inspector in Ukraine, we have developed the top ratings of the world's most dangerous Flags of Convenience in terms of seafarers' employment, recommendations for seafarers on repatriation for medical reasons, published updates on the most dangerous manning agencies in Ukraine.

We have developed guidelines for seafarers on the amendments to the Maritime Labor Convention, 2006, MARPOL, ILO and IMO. We have analyzed the automation and digitalization processes and its impact on the jobs of maritime transport workers, both globally and locally.





We have published updates on the ILO minimum wages for seafarers, on the amendments to the agreements of the ITF standard; informed our members of the outcomes of all the trade union meetings worldwide, this or other way affecting our membership.



We have conducted photo contests among the Union members, interviewed them on their profession, welcomed them to share their knowledge and experience with us und with their fellow colleagues.

We have made every effort to provide our members with most useful and most relevant information in order to keep them well-informed, updated and thus protected.

PUBLICATIONS AND ONLINE RESOURCES

UPDATED UNION WEBPAGE



JOIN US
UPDATED UNION WEBPAGE





RU EN

September 17, 2018, was the day when the renewed website of the MTWTU was relaunched.

Fresh, crisp, user-friendly - the website welcomes each guest to learn about the largest maritime trade union in Ukraine!

Now the most useful and relevant information on labor rights protection may be obtained from one source, at **www.mtwtu.org.ua** - all our publications, updates, news and events are now available there in three languages - Ukrainian, Russian and English.

Welcome to the Union's Internet Portal!

MEDICAL HANDBOOK FOR SEAFARERS

Supported by the International Transport Workers' Federation, in 2018 the MTWTU has published a specialized Medical Handbook for Seafarers, offering structured information on the urgent health conditions of seamen that can occur on board a ship.

The Handbook also describes the diseases that shipboard medical specialists meet most frequently. It sets out the tactics of providing assistance to a sick or injured crew member and describes the unfavorable hygienic factors of shipboard activity and occupational diseases of seafarers.

Written in easy and accessible language, the Handbook has been developed by the leading experts in the field of transport medicine and on a special order of the MTWTU.

MEDICAL HANDBOOK FOR SEAFARERS









MARITIME MAGAZINE



The first maritime information and entertainment magazine for seafarers and their families was launched in 2010, and this year celebrated its 8th birthday. Then, in 2010, we could not imagine that our pilot project would become such a popular and readable publication: a variety of interesting topics, exclusive materials and high print quality favorably distinguish the *Maritime* Magazine among other thematic publications.

We are proud that seafarers happily take the *Maritime* Magazine on board the ship, and glad that the Magazine is read with pleasure by both adults and children.

MARITIME MAGAZINE



In 2018, we published 10 *Maritime* Magazines, distributed for free among the Union members, crewing and shipping companies, maritime educational institutions, seafarers' training and certification centers and so on.

Published in two languages – Russian and English – the Magazines are also often delivered on board the foreign vessels, calling the Ukrainian ports.

Now, all the *Maritime* Magazine issues may be downloaded from our website.

SEAFARER NEWSPAPER





The transport Trade Union Newspaper *Seafarer* is another popular Union's publication, which is aimed at coastal workers, members of the MTWTU – employees of ports, pilotage services and research institutions and so on.

The *Seafarer* has a rich history, being published since January 1912. Today, the main funder of the publication is the MTWTU.

SEAFARER NEWSPAPER





The newspaper is also distributed free of charge among the MTWTU Local Trade Union Organizations, located all over the waterfront Ukraine.

Throughout the 2018, we have published 13 issues of the *Seafarer* newspaper, which are also available for downloading from our webpage, together with the previous versions.

LEAFLETS, BULLETINS, RECOMMENDATIONS



In 2018, we continued on developing special information publications for seafarers, which can also be found and downloaded from the MTWTU webpage.

• We have published the updated version of the ITF publication called *Message to Seafarers*, containing contact details of all ITF Inspectors of the world. In addition to this directory, the Union's publication named **Voyage Tips for**





LEAFLETS, BULLETINS, RECOMMENDATIONS







Seafarers contains various advice and recommendations for seamen on how to make their employment safer.

• Why Seafarers Need the Union is another publication, explaining seafarers, what the trade unions and the International Transport Workers' Federation do and why it is so important to be a union member. The issue also describes the MTWTU membership benefits and opportunities it opens.

LEAFLETS, BULLETINS, RECOMMENDATIONS

• In 2018, we continued on publishing the semi-annual **Union Express** leaflet, containing the Union's updates. The light-weighted Union Express gets delivered on board the foreign vessels with Ukrainian seafarers and is placed in various seafarers' centers worldwide. Access to the Union Express in foreign ports is granted through the kind help of ITF Inspectors in different ports, as well as through the shipping companies and manning agents, who organize direct deliveries on board. The MTWTU greatly appreciate the fraternal support and friendly assistance of all those involved.

• The MTWTU's monthly **E-Bulletin** is another Union's edition, but this time it is the electronic one. The **E-Bulletin** gets emailed to the vessels, manned with Ukrainian seafarers, both covered by the Union's collective agreements and by the agreements of the ITF unions-parties to Memoranda of understanding. The *E-Bulletin* is aimed at keeping the Ukrainian crews updated on all the activities and events the Union conducts.

LEAFLETS, BULLETINS, RECOMMENDATIONS

CADETS LEARNT OF SEAFARERS' CRIMINALIZATION

On February 18, 2019 there was held a meeting with the codets of the National Diversity "Odessa Maritime Academs" and the Maritme College of Technical Field of the NU "OMA", initiand by the MTWU and the Ministry of Foreign Hilars of Uprarte.

he MTMU and the Mensury as the original of Ubarne. The event gathered together about 150 future seafarers and was dedicated to prevention of seafarery' involvement into utimes at sea. The additional for the original seafort is such a distinct. In addition, they have been given specially eventions to the original seafort is the seafort of the second seafort is and a distinct.

employment oxboard a foreign vessel. Varyi Kyntych, liead of Department of Cossular Spoort of the Ministry of Foreign Affairs of Uknare also contributed to the meeting: he familiared the cadets: with the functions of the MFA's Cossular Service Department and the area of its competence - how the Department can help

of its competence - how the Department can help protecting Unraining seafarers in distances. At the meeting, the joint MTWTUBMTA Project uses also prevented. Launched in 2018, the Project is almed at preventing seafarers' involvement in marisime crimes and securing their right to fails treatment during criminal sociectings, pri-trial



ANOTHER YEAR OF UNION'S MOVIE PREMIERES

For many years in a row the MTWTU invites usafarer: and their families to attend poenines novie shows, and the number of such events increases annually. During February 2019, about 1.000 quests were the first to watch The Lega Mavie 2 The Second Part and How to Train Yoar Dragon The Hidden World Precious is the time spent with family, but ou seafarest also appreciate the opportunity to meet up with colleagues, that they meet rather rately



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The Trade Union Committee of the National University "Odessa Maritime Academy" supported by the NTWTU, organized a festive evening for the cadets. The event gathered about SGO cadets of NU "UMW, its Danabe Institute and Rherson State Nutrient.

NO Uses, as writes Maritime Academy. The party kept the spirit of 90-00's and was timed to the roost normatic holday of the year - St. Valentine's Day with the main theme - "Love is ..." chewing gurn. There, a new gime was introducted facilitate communication and could lead to new immerric relationship. Propare tas the denotes specially directinged concert programs task place: dance, singing and stand-up context performances of the talenter castes, and tabilismally the organisms have prepared interesting cartests, where each partopart received nce gifts from the 'soak' bains Garowitter and the MWU.

contests, where each participant received into gets from the Trade Union Committee and the MTWTU. After the concert and contests a good old disco started, smoothy transiting to karaoke. Therefore, it







Dear seafarers! The Martue Transpo

The Manhe Transport Workers' Trade Union of Ukraine takes care of you and your families not only when you are ashore, but when you are at sea. In order to keep you informed about our activities, we designed this monthly E-BULLETIN which guides you through all our achievements and events arranged by our Union. We are open for any new Ideas and suggestions. Stau connected! Yours sincerely.

Stay connected!

Yours sincerely. Oleg Grygoriuk MTWTU First Vice Chairman

TARIFF ESCALATION: ROUNDTABLE TO DISCUSS HIGH PRICED MARITIME TRAINING

On February 7, 2019 the Maritime Union Center hosted the MTWTU-organized roundtable meeting to discuss one of the most pressing maritime issues of today.

Since January 1, 2019, the number of maritime centers providing seafarers' training

maritime training centers, leading crewing agencies and seafarers to discuss the issue, to exchange disturbances, comments and suggestions.

The Inspectorate for Training and Certification of Seafarers and the Maritime Administration tried, their best to answer all the seafarers' questions



SOCIAL NETWORKS

The Union is also broadly available at various social networks and popular internet resources. The MTWTU's presence in Facebook, Instagram, LinkedIn, Flickr, Twitter and Telegram makes us transparent, visible and easily accessible.

The most visited is the MTWTU Facebook page, enjoying the growing number of about 10,000 followers. Throughout 2018, we have made 500 publications there, received 15,000 Likes and replied to thousands of personal messages.

Our second-best place page on Instagram is followed by almost 6,000 people and has collected over 26,000 Likes to 340 posts.









Marine Transport Workers' Trade Union of Ukraine

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