



2019

# SUMMARY REPORT OF ACTIVITIES



# MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE



## **SUMMARY REPORT** OF ACTIVITIES SEAFARERS

# 2019

## TABLE OF CONTENTS

► <b>FOREWORD</b>	<b>4</b>
► <b>LATEST FIGURES &amp; AFFILIATION</b>	<b>6</b>
► <b>ASSISTANCE &amp; WELFARE</b>	<b>12</b>
ITF INSPECTOR IN UKRAINE	<b>14</b>
MARITIME INFORMATION CENTER	<b>18</b>
UNION COLLABORATION & SHIP VISITS	<b>22</b>
WELFARE FUND OF MARITIME	
TRANSPORT 'MORTTRANS'	<b>26</b>
► <b>COOPERATION &amp; MAJOR ACCOMPLISHMENTS</b>	<b>32</b>
MINISTRY OF FOREIGN AFFAIRS OF UKRAINE	<b>36</b>
INTERNATIONAL LABOUR ORGANIZATION	<b>44</b>
'IMEC – MTWTU – KSMA' PROJECT	<b>56</b>
ORGANIZATION FOR SECURITY AND	
CO-OPERATION IN EUROPE	<b>60</b>
EUROPE-ASIA MARITIME SUMMIT 2019	<b>62</b>
ITF MARITIME ROUNDTABLE	<b>66</b>
WORLDWIDE ITF INSPECTOR SEMINAR	<b>68</b>
18TH SAILOR TODAY SEA SHORE AWARDS	<b>70</b>
IMEC CONFERENCE	<b>72</b>
MARITIME FORUM ETC-2019	<b>73</b>
TRADE UNIONS OF POLAND	<b>74</b>
FLEET CREW MEETINGS	<b>76</b>

## TABLE OF CONTENTS

► <b>EDUCATION FOR THE UNION MEMBERS</b>	<b>80</b>
UNION WEEK – NEW GENERATION	<b>81</b>
SECOND CRUISE SEMINAR IN EASTERN EUROPE	<b>84</b>
ENGLISH LANGUAGE COURSES	<b>86</b>
REST & STUDY FOR MOST ACTIVE SEAFARERS	<b>88</b>
TRAININGS AT THE MARITIME UNION CENTER	<b>90</b>
AWARENESS-RAISING OUTSIDE ODESSA	<b>100</b>
WORKING WITH YOUTH	<b>102</b>
► <b>SOCIAL ACTIVITIES FOR THE SEAFARERS</b>	<b>106</b>
DAY OF THE SEAFARER 2019	<b>109</b>
FLEET DAY OF UKRAINE	<b>110</b>
UNION TAKES TO MOVIES	<b>112</b>
TRUE GALLEY HEROES	<b>114</b>
FOR THE WHOLE FAMILY	<b>116</b>
FAMILY SPORT	<b>121</b>
SUMMER LEISURE	<b>122</b>
NEW KNOWLEDGE	<b>125</b>
CULTURAL	<b>126</b>
SUPPORT FOR SPORT	<b>127</b>
MASS EVENTS	<b>128</b>
NEW YEAR SHOWS	<b>131</b>
► <b>PUBLICATIONS &amp; ONLINE RESOURCES</b>	<b>132</b>
'MARITIME' MAGAZINE	<b>134</b>
NEWSPAPER 'THE SEAFARER'	<b>135</b>
LEAFLETS, BULLETINS, RECOMMENDATIONS	<b>136</b>
WEBPAGE AND SOCIAL NETWORKS	<b>140</b>



## FOREWORD



**MICHAEL KIRIEIEV**  
Chairman  
Marine Transport Workers'  
Trade Union of Ukraine

*"In your hands you are holding the Summary Report of Activities for the year 2019, presented by the Marine Transport Workers' Trade Union of Ukraine (MTWTU).*

*The MTWTU is the largest national maritime trade union of our country, representing seafarers, working for foreign shipowners, port workers, professors, cadets and students of maritime educational institutions, employees of pilotage services and research institutions of our country.*

*The central goal of our Union is to protect the labour rights of its members. Besides that, we always strive to promote seafarers' employment, support our members and their families and provide financial help in case of need.*

*Today, the MTWTU is the only maritime Trade Union in Ukraine, affiliated to the International Transport Workers' Federation; and an enormous responsibility assigned to our Union by this affiliation does not allow us to rest on our laurels.*

*The MTWTU tirelessly makes every effort to keep up with the times, duly respond to every industry's challenge and to make our seafarers feel protected and confident, regardless whether they are at sea or on shore.*

*In order to keep you updated on our activities, achievements and plans, we are pleased to present you a new Summary Report of Activities of the Marine Transport Workers' Trade Union of Ukraine for the year 2019."*

*"The year 2019 in the Union was saturated with a huge number of various training events for seafarers, designed to boost their professional and soft skills and to raise their awareness of labor rights.*

*In 2019, we focused on new employment opportunities for Ukrainian seafarers, having creating new workplaces for them onboard the vessels of foreign shipowners.*

*We also continued highlighting the advantages of Ukrainian mariners, new opportunities in maritime education; we voiced why Ukrainian seafarers are attractive to the world labour market, informed about the Union's independent projects and those implemented jointly with partners.*

*We kept advertising our country as an enabling environment for any kind of marine business and supported any undertakings expected to be in that or other way beneficial to our seafarers and the shipping industry of Ukraine.*

*We sincerely believe in our slogan 'United We Are Stronger', which has been leading us forward for many years. As unity, community of interests and commitment to a common goal – that is what inspires us, helps us develop, grow and conquer new heights."*

## FOREWORD



**OLEG GRYGORIUK**  
First Vice Chairman  
Marine Transport Workers'  
Trade Union of Ukraine



## LATEST FIGURES & AFFILIATION



At present, the Marine Transport Workers' Trade Union of Ukraine occupies its rightful place among the largest trade unions of our country, having enlarged its composition to massive 80,000 Trade Union members.

As of the beginning of 2020, the MTWTU unites almost a half of the entire seafarers' pool of Ukraine, which amounts to over 50,000 Ukrainian mariners, working onboard the foreign-flagged vessels.

We show steady growth in the number of new members: the current growth rate of seafarers' membership within the MTWTU is about 5% per annum, meaning that 2,000 new Trade Union members join the international labour movement every year.

The Marine Transport Workers' Trade Union of Ukraine is affiliated to the following international respectable organizations:

**2,500**  
NEW TRADE UNION  
MEMBERS JOIN US  
EVERY YEAR

## LATEST FIGURES & AFFILIATION

- **INTERNATIONAL TRANSPORT WORKERS' FEDERATION**

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.



**18,5 MILLION**  
WORKING MEN AND WOMEN  
ACROSS THE WORLD



## LATEST FIGURES & AFFILIATION



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 the governing body of the federation between Congresses that meets two times a year. The Board shall carry out the decisions and instructions of the Congress and enforce the provisions contained in the Constitution. In 2019, Michael Kirieiev took part in two regular meetings of the ITF Executive Board.



MORE THAN  
**5 MILLION**  
TRANSPORT WORKERS

## LATEST FIGURES & AFFILIATION



- **EUROPEAN TRANSPORT WORKERS' FEDERATION**

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 was created in 1999, but their roots in pan-European transport trade union organizations stretch back 60 years.

Today, 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.

The MTWTU has been a member of the European Transport Workers' Federation almost since its foundation and continues its full participation in the work of the federation.



## LATEST FIGURES & AFFILIATION



## LATEST FIGURES & AFFILIATION



FORMED IN  
**1974**

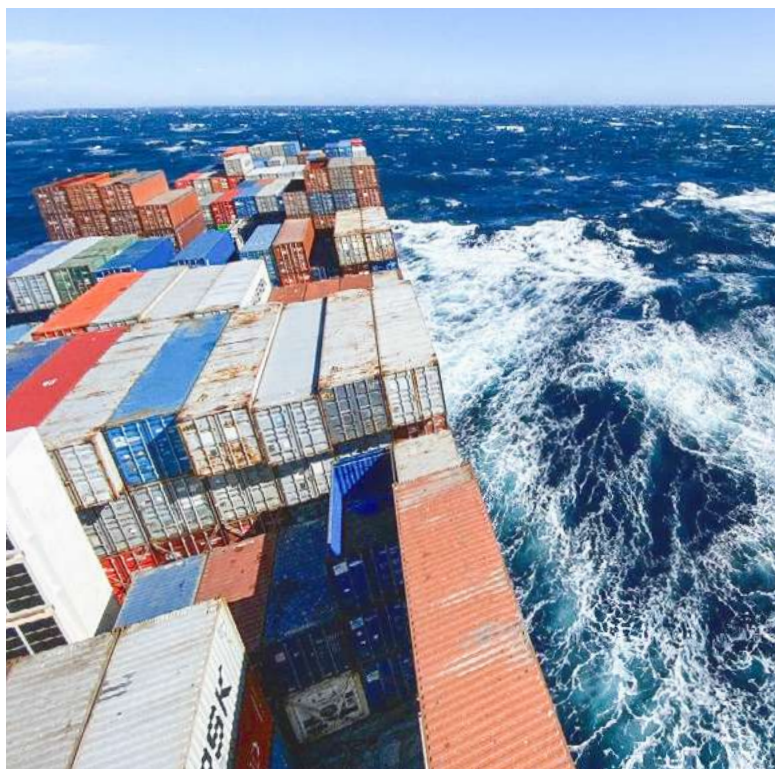
- INTERNATIONAL FEDERATION OF SHIPMASTERS' ASSOCIATIONS**

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 in 2019, having replenished the federation's ranks with 950 Ukrainian captains.

Shortly thereafter, IFSMA 45th Annual General Assembly was held in Helsinki, Finland, where the MTWTU First Vice Chairman Oleg Grygoriuk was elected as a Vice-President of the Federation.





## CONTINUING CLAIMS PROCESSING

IN 2019, THE MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE CONTINUED TO WORK TOWARDS PROVIDING VARIOUS KINDS OF ASSISTANCE TO ITS MEMBERS, STARTING FROM THE RESTORATION OF THEIR LABOUR RIGHTS, CARE OF THEIR WELFARE BOTH AT SEA AND ON SHORE, AND UP TO SUPPORTING THEM FINANCIALLY IN TIMES OF TROUBLE.



The ITF Inspector and the MTWTU continued consulting and advising seafarers on their labour rights, processing claims and visiting the seafarers onboard the ships calling the Odessa port.

In 2019, the MTWTU continued receiving applications for financial assistance from the seafarers, members of the Union, and traditionally satisfied 100% of the claims. Last year, 225 applicants-seafarers received financial assistance from the Union. Financial aid for a child birth, reimbursement of funeral expenses, sanatorium treatment or an ordinary financial aid in hard life situations – these were some of the reasons of seafarers' claims in 2019.

The Union not only satisfied 100% appeals for financial assistance coming from seafarers, the MTWTU members, but through the MTWTU-established Welfare Fund of Maritime Transport 'MORTRANS' have managed to assist the seafarers' families, as well as the various categories of applicants in distress, this or other way related to the maritime sector.

## FINANCIAL ASSISTANCE FROM THE UNION FOR

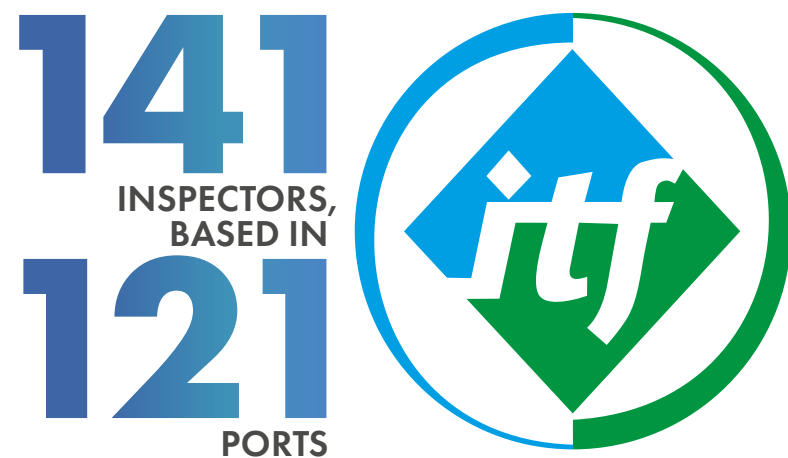
# 225

## APPLICANTS-SEAFARERS

## ASSISTANCE TO THE SEAFARERS' FAMILIES BY WELFARE FUND 'MORTRANS'

## ASSISTANCE & WELFARE

### ITF INSPECTOR IN UKRAINE



Globally, the International Transport Workers' Federation today has a network of 141 Inspectors, based in 121 ports all over the world. The ITF Inspectorate works on issues concerning the ITF Flag of Convenience Campaign and inspects ships to ensure the seafarers' decent pay, working and living conditions on board.

Over the last 10 years, the ITF Inspectorate has recovered more than \$310 million in seafarers' owed wages.

In 2019, the ITF Inspectorate worldwide has traditionally demonstrated high performance, having conducted 10,243 inspections globally and having recovered \$43,599,045 backpay. Recall that in 2018, the global 136 ITF Inspectors returned seafarers \$37,839,085 owed wages, having conducted 10,509 inspections.

OVER THE LAST 10 YEARS MORE THAN  
**\$310 MILLION**  
HAS BEEN RECOVERED IN SEAFARERS'  
OWED WAGES

## ASSISTANCE & WELFARE

### ITF INSPECTOR IN UKRAINE





## ASSISTANCE & WELFARE

### ITF INSPECTOR IN UKRAINE

Since 2005, the MTWTU employee Nataliya Yefrimenko has been working as the only ITF Inspector in Ukraine. In 2018 Nataliya Yefrimenko together with the MTWTU handled 135 seafarers' claims and returned seafarers and their families \$1,436,555 backpay and compensation payments.

In 2019, the ITF Inspector and the MTWTU have processed 172 seafarers' claims and recovered \$1,548,807 wage arrears and compensation payments.



**IN 2019**  
ITF INSPECTOR IN UKRAINE  
AND THE MTWTU

## ASSISTANCE & WELFARE

### ITF INSPECTOR IN UKRAINE



**172** SEAFARERS' CLAIMS  
PROCESSED

---

OVER  
**\$1,5 MILLION**  
OWED WAGES RETURNED





## ASSISTANCE & WELFARE

### MARITIME INFORMATION CENTER



The MTWTU Maritime Information Center, supported by the Ministry of Foreign Affairs of Ukraine was launched back in 2018. The Maritime Information Center is a united platform established 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 between the MFA Department of Consular Services and the Union allows the Maritime Information Center to respond as promptly as possible to the



ALL SERVICES  
ARE PROVIDED

**24/7**  
FREE OF  
CHARGE

requests of Ukrainian seafarers.

All services are provided by the Maritime Information Center 24/7 and free of charge.

In 2019, the Maritime Information Center has processed over 200 claims from seafarers, who have fallen into emergency, crisis and challenging situations at sea.

## ASSISTANCE & WELFARE

### MARITIME INFORMATION CENTER

  
**~150**  
CLAIMS RECEIVED  
IN TOTAL

### WHAT HAS BEEN DONE IN 2019

▶ IN COLLABORATION  
WITH THE MTWTU EXPERTS  
AND THE ITF INSPECTOR IN UKRAINE



- Claims processed and redirected



- Consultations provided (pre-employment consultations, check the vessel for ITF coverage ~ **20 CLAIMS**)



- Claims received from seafarers onboard on substandard working conditions, lack of provision, outstanding wages etc. **7 CLAIMS**

**2019**  
CLAIMS STATISTICS

## ASSISTANCE & WELFARE

### MARITIME INFORMATION CENTER

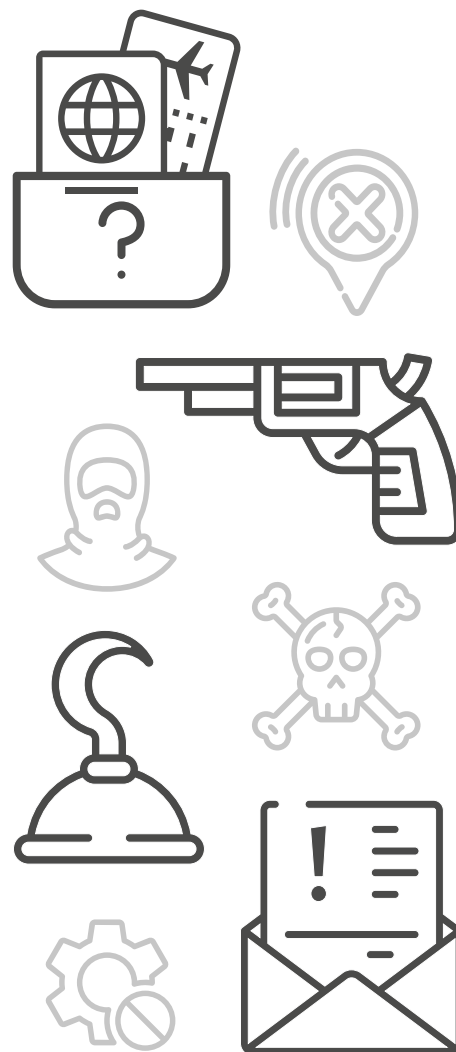
#### ▶ IN COLLABORATION WITH THE MTWTU EXPERTS, THE ITF INSPECTOR IN UKRAINE AND OTHER ITF INSPECTORS

Consular issues:

- Documents lost abroad
- Ukrainian seafarers involved into criminal activities abroad
- Vessel hijacked by pirates

#### ▶ IN COLLABORATION WITH THE CONSULAR SERVICES DEPARTMENT OF THE MINISTRY OF FOREIGN AFFAIRS OF UKRAINE

Early employment termination ~ **3 CLAIMS**



## ASSISTANCE & WELFARE

### MARITIME INFORMATION CENTER

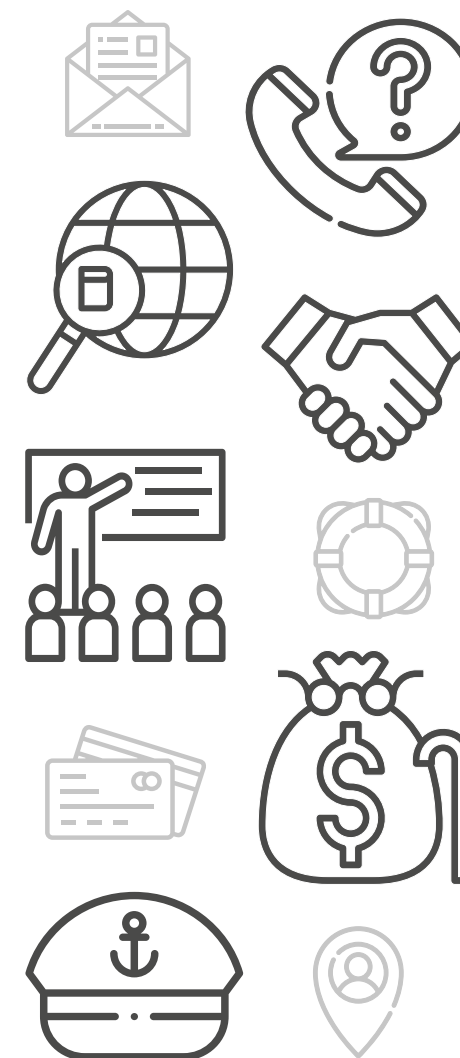
#### ▶ IN COLLABORATION WITH THE MTWTU EXPERTS AND THE ITF INSPECTOR IN UKRAINE

- Media inquiries on various topics ~ **15 REQUESTS**
- Bourbon Rhode SAR operation ~ **18 REQUESTS**
- MTWTU activities (events, contact details, membership requests, etc.) – **OVER 20 REQUESTS**

#### Other:

- Training and certification of seafarers
- Pensions for seafarers
- Seafarers' employment

#### ▶ THE MTWTU ORGANIZED A NUMBER OF **EDUCATIONAL SEMINARS** ON THE ABOVE-MENTIONED TOPICS WHERE ALL PARTICIPANTS WERE ABLE TO ASK THEIR QUESTIONS OF CONCERN.



## ASSISTANCE & WELFARE

### UNION COLLABORATION & SHIP VISITS



Friendly relations between the MTWTU and its fraternal ITF trade unions are secured with the Memoranda of Understanding, and the MTWTU is constantly contributing towards expanding the geography of international cooperation.

The Memoranda are setting out the terms of trade union



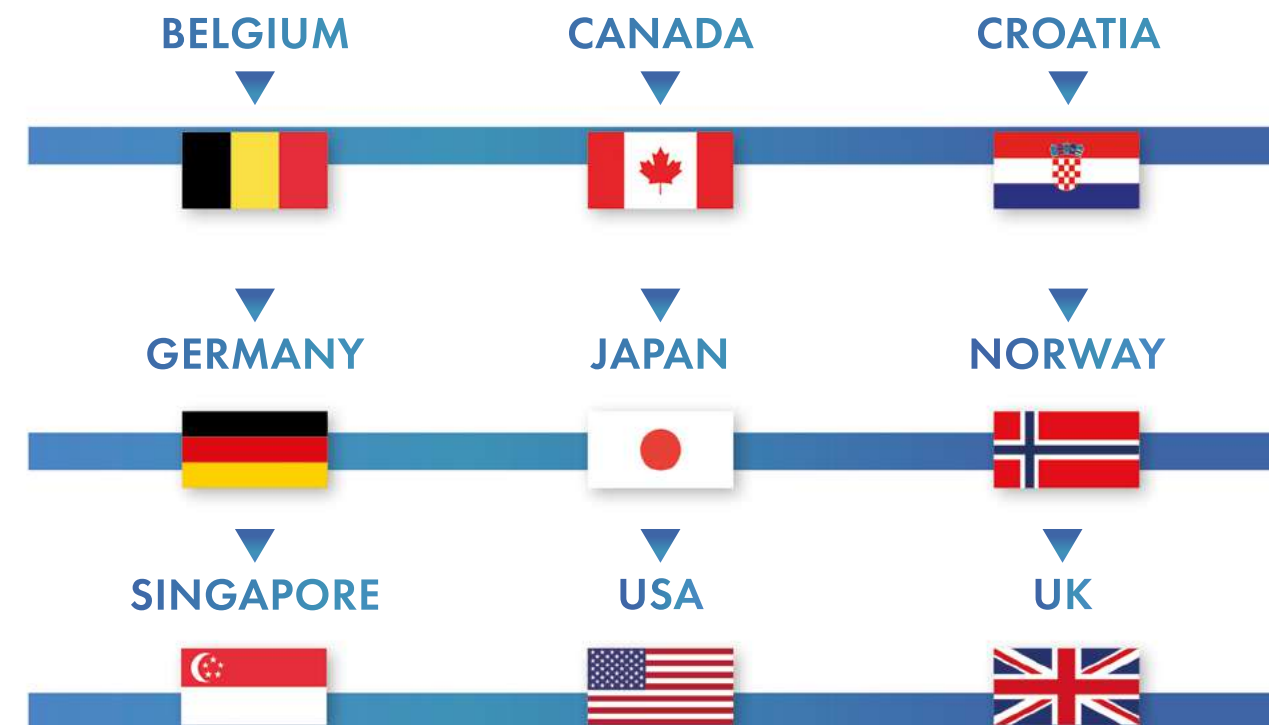
cooperation and engagement with regard to provision of social benefits to seafarers, members of the unions, parties to these important documents. Through the Memoranda, Ukrainian seafarers, working on board the vessels, covered by the collective bargaining agreements of the unions – parties to Memoranda, 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.

## ASSISTANCE & WELFARE

### UNION COLLABORATION & SHIP VISITS

THE MTWTU HAS BEEN LONG ENJOYING FRUITFUL COLLABORATION WITH THE FRATERNAL ITF TRADE UNIONS FROM VARIOUS COUNTRIES:





## ASSISTANCE & WELFARE

### UNION COLLABORATION & SHIP VISITS



Therefore, in 2019, the Union continued paying visits onboard the ships under the agreements of the fraternal ITF trade unions – parties to the Memoranda, as well as visiting the Ukrainian crews onboard the MTWTU-covered ships, calling the Ukrainian ports.

When the Union is onboard a vessel manned with Ukrainians, it always strives to please the seafarers with fresh news from home, the latest issues of the 'Maritime' Magazine and other publications, as well as to give souvenirs, like keychains, T-shirts and USB flash drives.

## ASSISTANCE & WELFARE

### UNION COLLABORATION & SHIP VISITS



In addition, when the Union ship visit takes place during the winter holidays, the MTWTU also distributes tickets to the children's New Year shows among the Ukrainian crew members, so that they could please their families with a small New Year gift, despite the coming separation and distance.

In the framework of the Union ship visits, those seafarers, who do not yet possess the MTWTU Membership Card or require an update, can get it manufactured and delivered right on board while the ship is in the port.





## ASSISTANCE & WELFARE

### WELFARE FUND OF MARITIME TRANSPORT 'MORTRANS'

ESTABLISHED

IN  
**2001**



The history of the Fund dates back to 2001.

The founders and reliable partners in the implementation of all the Fund's programs and initiatives are the Marine Transport Workers' Trade Union of Ukraine (MTWTU) and the Local Black Sea Trade Union Organization of Seafarers (LBSTUS). The founders share our opinion that today, our country and our people need charity more than ever.

Activities of the Fund are managed by the executive body – Management Board, which is composed of representatives of seafarers, port workers, maritime educational institutions and legal advisers. The Supervisory Board is also actively involved in the Fund's work and performs monitoring and regulation of its financial and economic activities. Daily work is performed by the staff of the Welfare Fund 'MORTRANS' together with volunteers.

- **UKRAINIAN SEAFARERS  
AND THEIR FAMILIES**

Ukrainian seafarers comprise the large category of Welfare Fund beneficiaries. 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.



- **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 Veterans, which operates under the Fund's auspices.



## ASSISTANCE & WELFARE

### WELFARE FUND OF MARITIME TRANSPORT 'MORTRANS'



- **FOREIGN SEAFARERS**

The Welfare Fund 'MORTRANS' 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.



- **YOUTH AND MARITIME EDUCATIONAL INSTITUTIONS**

Cadets of maritime educational institutions of Ukraine are the future elite of our country, therefore the Welfare Fund of Maritime Transport '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 and Illichevsk Maritime College, and Kyiv State Academy of Water Transport named after Hetman Petro Konashevych-Sahaydachnyi.

Thus, the Fund contributed into the development of intellectual and creative abilities of the cadets (trips to Olympiads and tournaments, conferences). The Fund has

## ASSISTANCE & WELFARE

### WELFARE FUND OF MARITIME TRANSPORT 'MORTRANS'



purchased 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 Welfare Fund 'MORTRANS' conducts intellectual games for students. Among them are fascinating quest 'Odessa Maritime Traditions' and quiz game 'Union Ring', as well as the other cultural activities. The Fund promotes moral and patriotic education of the younger generation, development of love and attachment to the Homeland, its culture and traditions.





## ASSISTANCE & WELFARE

### WELFARE FUND OF MARITIME TRANSPORT 'MORTRANS'



- **CHARITABLE ASSISTANCE TO CULTURAL AND ARTISTIC PROGRAMS**

The Welfare Fund of Maritime Transport 'MORTRANS' assists the creative teams of maritime transport organizations, as well as talented creative 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 we as well organize – the holidays in family entertainment complex 'Igorland', 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 on the Day of Knowledge for first-graders, whose parents are members of the Marine Transport Workers' Trade Union of Ukraine – all first graders received school kits as a gift. There's nothing better than seeing children smile! It is worth living for.

## ASSISTANCE & WELFARE

### WELFARE FUND OF MARITIME TRANSPORT 'MORTRANS'



- **SPORTS EVENTS**

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

The Fund 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.



## COOPERATION & MAJOR ACCOMPLISHMENTS



During the year 2019, the Marine Transport Workers' Trade Union of Ukraine as well continued collaboration with the following counterparts, both at the national and international levels, which led to some significant results and laid the platform for further joint projects.



▶ European Transport Workers' Federation

▶ Federation of Trade Unions of Ukraine

▶ Federation of Transport Employers' of Ukraine

▶ InterManager

▶ International Chamber of Shipping

▶ International Seafarers' Welfare Assistance Network

▶ International Federation of Shipmasters' Associations

▶ International Labour Organization

▶ International Maritime Employers' Council

▶ International Maritime Organization

▶ International Organization for Migration

## COOPERATION & MAJOR ACCOMPLISHMENTS

▶ International Transport Workers' Federation

▶ ITF Seafarers' Trust

▶ ITF-affiliated trade unions worldwide

▶ Maritime Anti-Corruption Network

▶ Ministry for Development of Economy, Trade and Agriculture of Ukraine

▶ Ministry of Foreign Affairs of Ukraine

▶ Ministry of Infrastructure of Ukraine

▶ Organization for Security and Co-operation in Europe

▶ Seafarers' Rights International

▶ Various Shipowners' Associations

In 2019, the MTWTU traditionally acted as a host site for the variety of events that took place with the participation of reputable international and local guests. Some of the events were of traditional nature – those the Union holds on the annual basis. And some were held in response to the most pressing challenges of the maritime industry. Thus, we have managed to bring to life the wide variety of high-profile maritime projects, and some of them are described in more detail in this section of the Report.



MACN  
Maritime Anti-Corruption Network



Ministry of Foreign Affairs of Ukraine



MINISTRY OF ECONOMIC DEVELOPMENT AND TRADE OF UKRAINE



MINISTRY OF INFRASTRUCTURE OF UKRAINE





## COOPERATION & MAJOR ACCOMPLISHMENTS



The MTWTU is actively working to ensure the employment of Ukrainian seafarers, focusing on the need to conclude memoranda of recognition of seafarers' diplomas by other states, as well as emphasizing the importance of enhancing the protection of seafarers' labor and social rights.

Since 2009, the MTWTU has been contributing towards Ukraine's soonest ratification of the ILO Maritime Labor Convention, 2006.

...RATIFICATION OF THE  
**ILO MARITIME  
LABOR CONVENTION  
2006**

## COOPERATION & MAJOR ACCOMPLISHMENTS

THE NUMBER OF LETTERS SENT BY THE UNION IN 2019

▶ **25** LETTERS  
IN TOTAL

TO THE PRESIDENT  
OF UKRAINE  
**PETR  
POROSHENKO**

▶ **2**

TO THE STATE SERVICE  
OF SEA AND RIVER  
TRANSPORT OF UKRAINE

▶ **7**

TO THE **INSPECTORATE**  
FOR TRAINING AND  
CERTIFICATION OF  
SEAFARERS

▶ **3**

TO THE STATE ENTERPRISE  
'UKRAINIAN SEA PORT  
AUTHORITY'

▶ **1**

TO THE PRESIDENT  
OF UKRAINE  
**VLADIMIR  
ZELENSKYI**

▶ **1**

TO THE MINISTRY  
OF **INFRASTRUCTURE**  
OF UKRAINE

▶ **8**

TO THE MINISTRY  
OF **FOREIGN AFFAIRS**  
OF UKRAINE

▶ **3**



## COOPERATION & MAJOR ACCOMPLISHMENTS

MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



Back in 2018, the foundation was laid for close cooperation between the Marine Transport Workers' Trade Union of Ukraine and the Ministry of Foreign Affairs of Ukraine with the aim of supporting the Ukrainian seafarers, stranded abroad as a result of emergencies.

In 2019, the Union and the government agency continued on the cooperation, having implemented the number on initiatives for the benefit of Ukrainian seafarers and their families.

## COOPERATION & MAJOR ACCOMPLISHMENTS

MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



Ministry of  
Foreign Affairs  
of Ukraine

## PROJECT ON CRIMINALIZATION LAUNCHED IN 2018

### • CRIMINALIZATION PROJECT

The Union continues collaborating with the Ministry of Foreign Affairs of Ukraine in the framework of the so-called Criminalization Project. Recall that the 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.

Same year, the Project was presented and warmly accepted at the ITF Maritime Safety Committee. 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.



## COOPERATION & MAJOR ACCOMPLISHMENTS

MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



### • IMO LEGAL COMMITTEE MEETING

In order to address the issue of fair treatment of seafarers, detained on suspicion of committing maritime crimes, Ukraine, Georgia and the ITF have jointly developed a document which was submitted for consideration to the IMO Secretariat during the 106th Session of the IMO Legal Committee in March 2019.

The co-sponsors suggested establishing a joint IMO/ILO/ITF Working Group to develop risk assessment guidelines for seafarers on how to avoid involvement in maritime crimes and on seafarers' rights during criminal proceedings. The guidelines should include recommendations to seafarers on how to act when one becomes aware that his vessel is involved in illegal traffic; recommendations on actions to be taken in the event of detention; seafarers' rights as witnesses and defendants and contact details of governmental and non-governmental organizations providing assistance to seafarers.



## COOPERATION & MAJOR ACCOMPLISHMENTS

MINISTRY OF FOREIGN AFFAIRS OF UKRAINE



Another task for the Working Group was to formulate guidelines for IMO member states on fair treatment of seafarers detained on suspicion of committing maritime crimes.

The Working Group was entrusted to develop proposals to increase the level of interaction and timely information exchange between the competent authorities of the country of detention, the country of nationality, the flag state and the other stakeholders.

The final document of the IMO LEG meeting entrusted the IMO Secretariat in coordination with the ILO and the ITF to create a tripartite Working Group to implement the proposals of Ukraine. Therefore, the first stage of the Criminalization Project implementation was completed, and a powerful foundation has been laid for the effective work and fruitful dialogue in the future.



# CONSULAR STAFF MEETINGS



Ministry of  
**Foreign Affairs**  
of Ukraine

- **WORKSHOPS FOR CONSULAR STAFF**

In February and November 2019, workshops were held at the Diplomatic Academy of Ukraine for Consular Service Department employees, who were to be directed to work at the consular offices of Ukraine. During the workshop, the future consuls familiarized themselves with the work of the ITF, the tasks of the ITF inspectorate and discussed the issues of interaction between the MFA consular offices, the

MTWTU and the ITF inspectors. The Union's experts have also informed the consuls on the status of the ILO Maritime Labour Convention, 2006 – the ratification of this milestone document by Ukraine has been actively promoted by the MTWTU.



# PREVENTION OF HUMAN TRAFFICKING

#### • VIDEO WARNING FOR UKRAINIAN SEAFARERS

In partnership with the MTWTU, the International Organization for Migration and the Ministry of Foreign Affairs of Ukraine released a social video that had been made to warn Ukrainians of the dangers that are hidden behind seafaring profession as well as to prevent the participation of Ukrainian citizens in irregular migrants' transportation using sea-going vessels and yachts.

The video informs of the official statistics: as of November 2019, 168 Ukrainian citizens were detained in Greece for the transportation of irregular migrants; 139 of them have been convicted and are serving sentences in Greek prisons and 29 citizens are pending trial.



The transportation of illegal migrants is considered a serious crime in Greece, which is sanctioned by the longest sentences possible.

In order to prevent people from falling prey to traffickers, the International Organization for Migration in Ukraine launched a new website of the National Toll-Free Counter-Trafficking and Migrant Advice Hotline [www.527.org.ua](http://www.527.org.ua).

THE VIDEO ITSELF IS ALSO AVAILABLE  
ON THE MTWTU WEBPAGE  
[WWW.MTWTU.ORG.UA](http://WWW.MTWTU.ORG.UA)



## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



The Marine Transport Workers' Trade Union of Ukraine has also long been enjoying fruitful cooperation with the International Labour Organization (ILO), where the main area of cooperation is occupational health, and namely the HIV prevention at the workplace.

In 2019, the MTWTU actively participated in the ILO initiatives, as well as have managed to bring into life a variety of joint projects together with this respectful organization.

- **DECENT WORK COUNTRY PROGRAMME 2020-2024**

Decent Work Country Programme promotes decent work as both a key component of development policies and as a national policy objective of governments and social partners. The programme represents a medium-term planning framework that guides the work of the ILO in a country in



## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION

#### NEW DECENT WORK COUNTRY PROGRAMME

# 2020-2024

## FOR UKRAINE



accordance with priorities and objectives agreed upon with its tripartite constituents.

In Ukraine, the programme is developed with the participation of the Ukrainian government, employers' organizations and trade unions and focuses on three jointly agreed key priorities: promoting employment and sustainable enterprises for stability and growth, promoting effective social dialogue and enhancing social protection and working conditions.

In December 2019, the MTWTU took part in the discussions of the new Decent Work Country Programme for Ukraine for 2020-2024 together with the other tripartite partners, whereof the Union represented the interests of the maritime transport workers of our country. The participants were to develop the composition of the future Programme for the next period and will be reviewed by the International Labour Organization.



- **IMPROVING LABOUR MARKET MANAGEMENT IN UKRAINE**

In summer 2019, there was held a meeting between the MTWTU, the Federation of Trade Unions of Ukraine, the Joint Representative Body of All-Ukrainian Trade Unions at the National Level and the International Labour Organization officers: ILO National Coordinator in Ukraine Sergey Savchuk, ILO Senior Specialist on Social Dialogue and Labour Law Cristina Mihes, ILO Chief Technical Advisor on Inclusive Labour Markets for Job Creation in Ukraine Džemal Hodžić and ILO Project Assistant Kateryna Haiduk.

Recall that the International Labour Organization with the support of the Government of Denmark is implementing

# LABOUR MARKET MANAGEMENT



a five-year program in Ukraine with the aim of improving the labour market management. The Program is named 'Inclusive labour markets for job creation in Ukraine' and its goal is to improve labour market management, reduce labour skills mismatches, promote entrepreneurship and improve social dialogue and institutional capacity of social partners.

During the meeting, the social partners discussed the current stage of the program, its first results, issues of social dialogue and collective bargaining, as well as joint projects for the future.



# HIV

## PREVENTION ACTIVITIES

### • WORK TOWARDS HIV/AIDS PREVENTION

The MTWTU stays concerned that our country remains among the first in the European region in terms of HIV infection rates, where working-age people are under the biggest threat.

According to official figures, from 50 to 60 people in Ukraine are infected every day and 10 people die due to AIDS.

Over the years, the MTWTU together with the International Labour Organization, have carried out a number of activities on HIV/AIDS prevention among the MTWTU members.

Thematic seminars, trainings, meetings with profile national and international experts, free anonymous HIV testing among seafarers, cadets and students of maritime schools of Ukraine have been held in Odessa, Kherson and Izmail.

In 2019, the MTWTU continued its successful collaboration with the ILO, aimed at addressing the problem of HIV/AIDS through the extensive outreach work.

# ILO & MTWTU

## ADDRESS THE PROBLEM

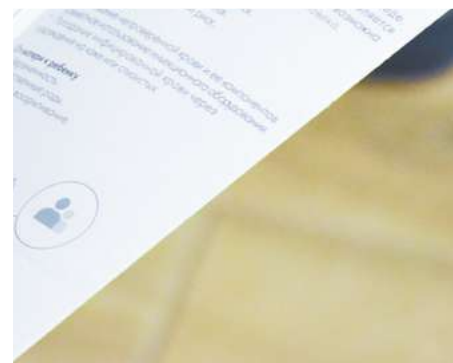
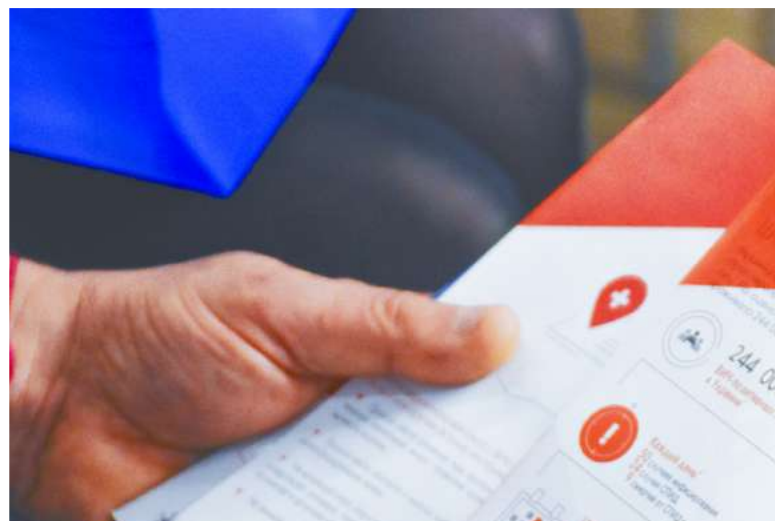


► In August 2019, the MTWTU and ILO jointly conducted an interactive training for the Union members and their families **'Fun Talks about Serious Things'**. This time, the organizers decided to raise the audience's awareness on HIV in a brand new manner.

At the beginning of the training, the participants discussed seafarers' health and wellbeing issues and learnt of the HIV prevention workplace practices. The second part was held in a quiz format to help consolidate the gained knowledge. In addition, about 30 people underwent free anonymous HIV testing and took part in the prize lottery.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



► In October 2019, a two-day training on **'Workplace HIV Prevention: reduction of HIV-related stigma and discrimination'** was held by the MTWTU and the ILO for the union activists of the Izmail Sea Commercial Port. The training discussed the relevance of HIV/AIDS for working men and women of Ukraine and the world. The participants have learnt of HIV-related stigma and discrimination and received recommendations on how to reduce them in the workplace and in the team.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



► In December 2019, the Union traditionally conducted an **awareness-raising campaign** dedicated to the World AIDS Day in maritime educational institutions, where participants had an opportunity to learn more of the infection, as well as undergo free anonymous HIV tests.

► **Information sessions for the World AIDS Day** were also held for the cadets of Kherson State Maritime Academy, National University 'Odessa Maritime Academy' and Izmail Higher Vocational School. Hundreds of young people learned about the importance of timely HIV testing, prevention and protection measures. Everyone could also undergo free anonymous HIV testing and get personal advice of the infectious diseases expert.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



► In addition, meetings were held with employees of **Izmail Sea Commercial Port** and **Izmail Seafarers' Center**, where the workers could ask their questions, obtain information materials from the Union and undergo free anonymous HIV testing.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



► Traditionally, HIV sessions are included into the agenda of the **Union awareness seminars for seafarers**, and every participant is offered to undergo free anonymous HIV testing. In 2019, the block on HIV was also included into the agenda of the Union Week and Cruise seminars, which will be detailed in the next section of the Report.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



- **100 YEARS IN A DAY – ILO ‘VIRTUAL’ TOUR AROUND THE GLOBE**

In 2019, to mark its 100th Anniversary, the ILO made its centenary with a day-long ‘virtual’ global tour, live-streaming special centenary events from 24 ILO offices around the world in a continuous, 24-hour webcast. The intention was that each office will contribute an hour of live webcasting, thus creating a global picture of the diversity and range of the ILO’s work.

The tour kicked off where the world’s day officially starts, on the International Date Line in Fiji, where the ILO’s Suva office is responsible for activities in 11 Pacific Island member States. Next stop was Manila, followed by Beijing, Bangkok, Dhaka, Colombo, New Delhi, Pretoria, Antananarivo, Moscow, Amman, Beirut and Cairo. In Europe, after visits to Kyiv and Turin, the event at Geneva headquarters was firmly focused on the ILO’s second century.

**LIVE-  
STREAMING**  
FROM 24 ILO OFFICES  
AROUND THE WORLD

## COOPERATION & MAJOR ACCOMPLISHMENTS

### INTERNATIONAL LABOUR ORGANIZATION



After that the tour moved – via Brussels and Abidjan – to its fifth continent, the Americas. After events in Brasilia and Buenos Aires it turned north, through Philadelphia to the UN Headquarters in New York for a ‘Centenary Fireside Chat’, discussing how the ILO could work best with other parts of the international system. A stop in Mexico City and, after a 23-hour whirlwind the webcast came to rest in Peru at the ILO’s Regional Office for Latin America and the Caribbean.

During the tour’s stop in Kyiv, the MTWTU delegates took part in the talk show to discuss the ILO activities in Ukraine along with the other 100 representatives of the local government, trade unions and employers’ organizations, academia, the diplomatic corps, the ILO and the UN, students and media.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### 'IMEC – MTWTU – KSMA' PROJECT



In 2019, Ukraine's oldest maritime educational institution, the Kherson State Maritime Academy (KSMA), marked 185th anniversary since its foundation. The Academy not only maintains the best educational traditions, but constantly develops, opening new laboratories, classrooms and simulators.

KSMA's cooperation with world-famous shipping and crewing companies reached the national and global level back in 2011, when the Academy entered the quadrilateral agreement on cooperation with the Ministry of Education and Science, Youth and Sports of Ukraine, Marlow Navigation Company and Kherson Regional State Administration on improving the quality of maritime education.

**185<sup>TH</sup>**  
**KSMA**  
**ANNIVERSARY**

## COOPERATION & MAJOR ACCOMPLISHMENTS

### 'IMEC – MTWTU – KSMA' PROJECT



PROJECT WORTH

**\$2,2**  **IMEC**  
**MILLION**



In 2015, the Academy, with the support of the MTWTU, applied for a grant from the International Maritime Employers' Council (IMEC) to update Academy's training facilities, which resulted in signing of the Agreement for creation of training-simulator complex to ensure efficient training of maritime specialists.

The project budget amounted to \$2,2 million and was divided into two tranches. The first tranche was sent for the creation of new laboratories, and the second was to update the KSMA's Fire Ground and the Water Training Station.

At first, new laboratories were placed, and taking into account that all the equipment was installed by TRANSAS, the new simulators were successfully integrated into one



## COOPERATION & MAJOR ACCOMPLISHMENTS

### 'IMEC – MTWTU – KSMA' PROJECT



unique complex – 'Virtual Reality Vessel'. Secondly, the existing Academy's Water Training Station by the Dnieper River was upgraded. Two buildings constructed back in 1950s were demolished; instead there was built a complex of buildings, landscaping was carried out and modern equipment was acquired.

Evaluation of the 'IMEC – MTWTU – KSMA' project concluded with the grand opening of the modernized Water Training Station on April 25, 2019. The honorary right to cut the red ribbon was granted to KSMA Rector Vasyl Chernyavskiy, IMEC CEO Francesco Gargiulo and MTWTU First Vice Chairman Oleg Grygoriuk.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### 'IMEC – MTWTU – KSMA' PROJECT



**FRANCESCO GARGIULO**  
Chief Executive Officer  
International Maritime  
Employers' Council

*"In the business environment, we use the word 'investment' in the meaning of 'putting money in' to 'get money out'. However, in our case, 'investment' is an investment of resources so that the entire maritime industry benefits. And what is good for the industry, that is good for Ukraine, which today ranks second in the world in supplying officers to the international maritime labour market."*





## COOPERATION & MAJOR ACCOMPLISHMENTS

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



Throughout 2019, the Marine Transport Workers' Trade Union of Ukraine continued cooperation that began in 2018 with the Organization for Security and Co-operation in Europe (OSCE).

The Union held a series of meetings with the Monitoring Officers from the OSCE Special Monitoring Mission

(SMM) to Ukraine – Theodoros Moutsokos, Marinka Franulovic and Irene Ballesteros – in order to discuss the issues of human trafficking for labour exploitation and impact of the conflict in Eastern Ukraine on various sectors of the country.

The OSCE Special Monitoring Mission to Ukraine was deployed on 21 March 2014, following a request to the OSCE by Ukraine's government and a consensus decision by all 57 OSCE participating States. The SMM is an unarmed, civilian mission, present on the ground 24/7 in all regions of Ukraine.

## COOPERATION & MAJOR ACCOMPLISHMENTS

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



Its main tasks are to observe and report in an impartial and objective way on the situation in Ukraine; and to facilitate dialogue among all parties to the crisis.

During the meetings, the parties discussed the involvement of Ukrainian seafarers into crimes at sea, and, inter alia, the Criminalization Project of the Union and the Ministry of Foreign Affairs of Ukraine, and the MTWTU Maritime Information Center. Recall that the Center was opened in 2018 with the support of the Ministry with the goal to raise

seafarers' awareness and to prevent seafarers' involvement in maritime crimes, like illegal cargo transportation and human trafficking.

The MTWTU and the OSCE representatives have agreed upon further collaboration aimed at addressing the existing problems.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### EUROPE-ASIA MARITIME SUMMIT 2019

In June 2019, the second Europe-Asia Maritime Summit was held in Odessa. The event was attended by the local and international maritime professionals:



Stephen Cotton  
General Secretary  
International  
Transport Workers'  
Federation

ITF affiliates from  
Japan, Singapore,  
Germany, Norway, the  
Philippines and India

Shipowners and  
their associations  
from Norway, the  
Netherlands and Japan

Ministry of Foreign  
Affairs of Ukraine

Maritime  
Administration  
of Ukraine

Inspectorate  
for Training and  
Certification  
of Seafarers

Leading maritime  
higher educational  
institutions of Ukraine

Seafarers'  
recruitment and  
placement agencies

Ukrainian seafarers —  
MTWTU members

## COOPERATION & MAJOR ACCOMPLISHMENTS

### EUROPE-ASIA MARITIME SUMMIT 2019

At the Summit, the Union's task was to present Ukraine as one of the leading countries providing personnel for the world shipping industry, as well as to demonstrate the advantages of Ukrainian seafarers to their potential employers and to promote Ukrainians in the global maritime labour market.

The MTWTU has created a pilot project – the Europe-Asia Maritime Summit – back in 2018, and it found a broad response not only among the Union's colleagues around the globe, but also among shipowners, who are interested in Ukrainian seafarers as in competitive, hardworking, highly skilled and well-trained maritime experts with worthy experience and strong seafaring traditions.





## COOPERATION & MAJOR ACCOMPLISHMENTS

EUROPE-ASIA MARITIME SUMMIT 2019



**STEPHEN COTTON**  
General Secretary  
International Transport  
Workers' Federation

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



## COOPERATION & MAJOR ACCOMPLISHMENTS

EUROPE-ASIA MARITIME SUMMIT 2019



**TOSHIHITO INOUE**  
Secretary General  
International Mariners Management  
Association of Japan

*"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."*





## COOPERATION & MAJOR ACCOMPLISHMENTS

### ITF MARITIME ROUNDTABLE



# ITF GLOBAL CONFERENCE

In September 2019, the ITF held its third global trade union conference called Maritime Roundtable (MRT) in the city of Colombo, Sri Lanka.

The Maritime Roundtable provides a space for union activists and future leaders to develop their skills and empower each other for the benefit of maritime workers around the world. This event is all

about using the firsthand experience, knowledge and ideas of seafarers and dockers to shape the ITF's future maritime activities for the benefit of workers on the ground.

The MRT conferences are aimed at bringing together activists from maritime unions across the world. Thus, on behalf of Ukraine and in consultations with the MTWTU, two cadets from maritime educational schools of Ukraine – National University 'Odessa Maritime Academy' and Kherson State Maritime Academy – were invited to take part in the conference and have decently represented our country and the Union.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### ITF MARITIME ROUNDTABLE





## COOPERATION & MAJOR ACCOMPLISHMENTS

### WORLDWIDE ITF INSPECTORS SEMINAR

The Worldwide Inspectors' Seminar is the event that brings the ITF inspectors and contacts together to refocus and retool them, promoting the goals and objectives of the Flags of Convenience/Port of Convenience and other campaigns.

Recall that the MTWTU today is the only maritime ITF affiliate in Ukraine, and the only ITF Inspector in our

country, Nataliya Yefrimenko, is also an employee of the Marine Transport Workers' Trade Union of Ukraine. As one of the ITF Inspectorate squad, in September 2019, Nataliya also took part in the Worldwide ITF Inspectors Seminar.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### WORLDWIDE ITF INSPECTORS SEMINAR



#### • ITF CAMPAIGN AGAINST GERMAN SHIPOWNER BLUMENTHAL

One of the items on the agenda of the ITF Worldwide Inspectors' Seminar in Sri Lanka was the outcomes of the large-scale ITF campaign against the German shipowner Blumenthal, who had attracted the federation's attention with systemic abuse of the seafarers' rights.

## CAMPAIGN AGAINST GERMAN SHIPOWNER BLUMENTHAL

Under the campaign, the ITF Inspectors collected data on each of the company's 30 ships and came on board to check the working and living conditions of the crews. They have managed to reveal some horrific concerns of seafarers' welfare and health – systemic mistreatment of seafarers across Blumenthal's vessels and intimidation, threats and abusive conditions onboard.

The MTWTU fully supported the ITF campaign against the Blumenthal, which hires a significant number of Ukrainian seafarers and often disregards its employment obligations under the respective agreements and national flag legislation.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### 18TH SAILOR TODAY SEA SHORE AWARD



Sailor Today Sea Shore Award was introduced in 2001 with a vision to promote seafaring profession, to bring it to the forefront, giving it the recognition it so rightly deserves.

For 19 years already, the awarding ceremony has been held to appreciate, recognize, encourage and felicitate the achievements and outstanding services of seafarers and shipping organizations.

The awarding ceremony took place in Mumbai, India.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### 18TH SAILOR TODAY SEA SHORE AWARD

# IN 2019

**MTWTU FIRST VICE  
CHAIRMAN**

# OLEG GRYGORIUK

**was granted**  
**SAILOR TODAY AWARD**

**IN THE MOST  
CHARISMATIC  
PERSONALITY**  
**nomination**



## COOPERATION & MAJOR ACCOMPLISHMENTS

### IMEC CONFERENCE



In April 2019, a conference 'The Human Element in Marine Automation' arranged by the International Maritime Employers' Council (IMEC) was held in Southampton, United Kingdom.

Among the 200 conference participants were seafarers, representatives of various shipping companies, the members of IMEC, maritime higher education institutions of different countries, international organizations IMO and ITF, as well as leading industry experts on the automation and human factor.

The Marine Transport Workers' Trade Union of Ukraine was also invited to take part in the conference, as well as the leadership of the National University 'Odessa Maritime Academy' and cadets of the NU 'OMA' and Kherson State Maritime Academy.



The main subject of the discussion was the most prominent challenges that the maritime industry is facing in the context of automation and digitalization.

One of the sessions on the agenda was a panel discussion with the participation of the Ukrainian cadets, representing, together with their colleagues from Warsash University, the so-called Generation Z.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### MARITIME FORUM ETC-2019

In June 2019, there was held an annual International Forum on Seafarers' Education, Training and Crewing (ETC-2019).

This time the event was dedicated to the celebration of the 75th Anniversary of the National University 'Odessa Maritime Academy'.

Organized for the seventh consecutive year, ETC-2019 attracted over 100 organizations and companies from 25 countries of the world. Among them were maritime universities and colleges, major shipping companies, crewing agencies, manufacturers of specialized equipment for the shipping industry and international banks.

The MTWTU was also there, among the key participants and co-organizers of the project.

During the two-day forum, the Union's exhibition booth was visited by over 700 people.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### TRADE UNIONS OF POLAND



In summer 2019, there took place the meeting between the MTWTU and the Polish trade unions, ITF affiliates – the National Maritime Section NSZZ ‘Solidarność’ and the Polish Seafarers’ Union.

The representatives of the unions discussed the possibility of implementing joint social projects and paid attention to the prevailing problems of seafarers’ and port workers’ employment.

The parties have also drafted the Memorandum of Understanding provided for mutual consultations on employment and working conditions of Polish and Ukrainian seafarers onboard the foreign-flagged ships, improvement

# TRADE UNIONS OF POLAND

## COOPERATION & MAJOR ACCOMPLISHMENTS

### TRADE UNIONS OF POLAND



of the unions’ social services and mutual resolution of labour disputes that may arise.

Already in autumn 2019, the delegation of the Local MTWTU Organization in the Kherson Sea Commercial Port paid a visit to the trade union ‘Solidarność’ in Poland. During their trip, the Ukrainian delegation managed to meet the Dockers’ Unions of DCT Gdańsk and the Port of Gdańsk, exchange experience and learn of the dockers’ job in Poland as well as of the dockers’ trade union movement there.

It is expected that the cooperation between the Ukrainian and Polish trade unions will further continue and our Polish colleagues will reciprocate the visit in the shortest time possible.

# VISITING PORT OF GDANSK



## COOPERATION & MAJOR ACCOMPLISHMENTS

### FLEET CREW MEETINGS



Among the events of 2019 are also fleet crew meetings for seafarers, organized by the Union's partner companies in order to train their personnel. During these seminars, the MTWTU traditionally speaks about the seafarers' labour rights, stipulated by their employment agreements and international labour regulations, presents most recent Union activities, achievements and social programs available for the Union members, when the ITF Inspector in Ukraine introduces the work of the ITF Inspectorate, giving detailed consideration to the protection of the seafarers' labour rights and presenting claim-handling statistics.



In October 2019, ASP Crew Management Services Ukraine arranged a seminar for the company's seafarers in Odessa. Currently, the company employs marine personnel from the Philippines, India, Bangladesh, Myanmar, Georgia, Australia and Ukraine. The company as well holds such seminars every year and always invites the Union and the ITF in Ukraine to talk to the seafarers.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### FLEET CREW MEETINGS



The MTWTU has long been enjoying close cooperation with Anglo-Eastern Ukraine, which is evidenced by the significant increase in the number of collective bargaining agreements signed: since 2015, their number more than doubled, bringing the total amount of MTWTU-covered ships to 34. Today, Anglo-Eastern office in Odessa employs about 800 Ukrainian



seafarers and their search for highly-skilled mariners of all ranks continues expanding. The company also offers favorable conditions for cadets, offering career growth opportunities to the young seafarers.

Anglo-Eastern conducts seminars for their seafarers on the annual basis in order to discuss the company's priorities, policies and plans. Another regular seminar was held in June 2019, with the participation of the MTWTU, to focus on the role of the Ukrainian crews within the company's structure, to analyze feedback received from shipowners, to discuss commercial aspects of ships' daily operations and the issues of seafarers' health and wellbeing.



## COOPERATION & MAJOR ACCOMPLISHMENTS

### FLEET CREW MEETINGS



Solstad Offshore with more than 50 years of experience in various shipping segments now employs about 4,000 seafarers for their 137 ships. Although the company has long been hiring Ukrainian seafarers, Solstad Offshore today continues discovering new prospects

for market development here. As of today, all Ukrainian seafarers, employed by Solstad Offshore Ukraine, are members of the Marine Transport Workers' Trade Union of Ukraine.

The company representatives have also been genuinely interested in the maritime education system of Ukraine and job opportunities for young seafarers. Therefore, in 2019, the MTWTU and the National University 'Odessa Maritime Academy' signed an agreement with Solstad Offshore Ukraine, providing for cooperation in training, internships and employment of the academy students.

## COOPERATION & MAJOR ACCOMPLISHMENTS

### FLEET CREW MEETINGS



Another seminar for crew members was held in October 2019 by Wilson Crewing Agency Odessa Ltd.

Wilson has its main office in Bergen, Norway, and its agencies in Germany, the Netherlands, Iceland and the Russian Federation. The Wilson fleet consists of 114 vessels, ranging from 1500-8500 dwt, whereof 92 are owned by the Wilson group. The number of owned vessels in fleet places the company among the largest shipping operators within the European short sea segment. Today, Wilson employs about 1,650 workers, 1,500 of whom are seafarers.

For 12 years now, the company has been providing highly paid and steady jobs to Ukrainian seafarers. One of the two company's crewing offices is located in Odessa. Currently, about 400 Ukrainian seafarers work on board the company's ships and each of them is a member of the MTWTU. The company carries out information seminars for its employees on the annual basis and the Union is always invited there to represent its topics.



## EDUCATION FOR THE UNION MEMBERS



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

Therefore, in 2019 the Union not only continued organizing events of this kind for maritime cadets and students, seafarers and their families, but has also significantly increased the number and variety of seminars, workshops, trainings and lectures.



## EDUCATION FOR THE UNION MEMBERS

### UNION WEEK – NEW GENERATION



In November 2019, the MTWTU held the 4th Union Week awareness-raising seminar in Odessa, Ukraine, which attracted over 150 Ukrainian acting and future seafarers from Odessa, Izmail, Kherson and Mariupol.



## EDUCATION FOR THE UNION MEMBERS

### UNION WEEK – NEW GENERATION

The topics on the agenda of the ITF-supported event included global trade union movement, ITF and ITF Inspectorate, seafarers' wellbeing, seafarers' employment contracts and collective bargaining agreements, Maritime Labour Convention, 2006 and update on the industry locally. ITF Coordinator from Croatia Romano Peric and ITF Inspector from Spain Gonzalo Galan especially arrived to Ukraine to contribute to the Union Week seminar.

The seafarers also took part in virtual reality trainings on safety and ship operations, allowing them to enhance their professional skills. During the seminar seafarers were also able to undergo free medical tests to check themselves for HIV, hepatitis B and C, syphilis and blood sugar levels.



# 4<sup>TH</sup> UNION WEEK SEMINAR

## EDUCATION FOR THE UNION MEMBERS

### UNION WEEK – NEW GENERATION



**OLEG GRYGORIUK**  
First Vice Chairman  
Marine Transport Workers'  
Trade Union of Ukraine



*"We are thankful to the ITF for their support for our fast-growing Union. It allows us develop, expand and of course educate our seafarers on their labour rights. These activities help inform our seafarers and ensure that they're updated and protected knowing their rights. But most importantly, these seminars allow our seafarers to become more proactive when it comes to their labour rights on board. The Union Week seminars have always been a success, enjoying great interest and involvement of Ukrainian seafarers, as well as positively contributing to the image of the MTWTU in Ukraine and of the ITF unions globally."*



## EDUCATION FOR THE UNION MEMBERS

### SECOND CRUISE SEMINAR IN EASTERN EUROPE

# Cruise Seminar



The second seminar in Eastern Europe for cruise industry workers was held in Odessa in June 2019.

The event was organized under the auspices of the International Transport Workers' Federation by its affiliates: the Norwegian Seafarers' Union, German trade union ver.di, Italian Confederation of Trade Unions FIT-CISL and the MTWTU.

The unions have been organizing cruise seminars in the Philippines, India, Malaysia and Indonesia for more than 13 years, and since 2018 the seafarers from Eastern Europe also have a chance to participate in this education and leisure activity.

## SECOND CRUISE SEMINAR IN EASTERN EUROPE

## EDUCATION FOR THE UNION MEMBERS

### SECOND CRUISE SEMINAR IN EASTERN EUROPE

In 2019, the seminar was attended by 44 participants from Romania, Hungary and Ukraine, who spent wonderful days in sunny Odessa discovering new facts about their job-related issues like labour rights and the global trade union movement. Moreover, the participants discussed cultural differences between people of various nationalities, shared life situations arising from the lack of intercultural understanding, talked about various forms of bullying, sexual harassment in the workplace, discrimination and ways to counter it.

Health and well-being of people employed on cruise ships was another important topic on the seminar agenda. In addition to HIV/AIDS awareness-raising session, under the joint MTWTU/ILO project each seminar participant could undergo free anonymous HIV testing.





## EDUCATION FOR THE UNION MEMBERS

### ENGLISH LANGUAGE COURSES



Recall that in 2018 the MTWTU and All Japan Seamen's Union launched the unique joint educational project, allowing Ukrainian seafarers enhance their knowledge of English. Thanks to the cooperation between the ITF trade unions, seafarers as well as students of maritime educational institutions of Ukraine have become

## EDUCATION FOR THE UNION MEMBERS

### ENGLISH LANGUAGE COURSES



a part of the unique project allowing them to enhance their language skills absolutely free of charge.

After the entrance test, all the students get divided into groups to study entry and advanced levels. The groups study three times a week at the MTWTU Maritime Union Center.

It is noteworthy that the training course has been developed particularly for this project. Thus, seafarers have the opportunity not only to improve their English language skills, but to refresh their knowledge of labour rights, international legislation and collective bargaining.



## EDUCATION FOR THE UNION MEMBERS

### REST & STUDY FOR MOST ACTIVE SEAFARERS



In December 2019, the Union-organized a three-day retreat and study for most active trade unionists and their families in the Carpathian resort; the trip combined both, training and leisure.

During the training, the MTWTU experts spoke about the global and local trade union movement, seafarers' employment contract and collective bargaining agreement, ILO Maritime Labour Convention, 2006 and national flag state legislation, as well as presented some case studies. In addition, the Union experts coached practical training, where the seminar participants, divided into groups, acted on behalf

## EDUCATION FOR THE UNION MEMBERS

### REST & STUDY FOR MOST ACTIVE SEAFARERS



of Port State Control inspectors and ship Masters.

The participants also underwent training with coach and psychologist Maria Didenko. Using interactive techniques, the seafarers' families worked out such issues as conflict management, family planning and microclimate, choice and responsibility, and much more.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



In 2019, the Marine Transport Workers' Trade Union of Ukraine held a number of seminars and trainings for seafarers, the MTWTU members, on the large variety of topics. The trainings have contributed to the seafarers' professional growth, helped them enhance their skills, develop personality and solve conflict situations, arising on board.

- The seminar **'Before and After the Promotion'** by Offshore Captain Yevgeny Bogachenko, head of educational 'Key4Mate' project, engaged the seafarers to discuss the factors affecting promotion, importance of building relationships onboard and ability to present oneself as an expert.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- **'Port State Control Onboard'** training by Dmitry Parkhomenko, acting Second Officer, founder of EdMarine educational project for seafarers, was held to discuss the most common safety-related deficiencies found on board a ship by the Port State Control officers. Seafarers analyzed most common deficiencies found by the PSC officers; discussed what officers should check on an ongoing basis and how to feel confident after one says 'Port State Control onboard!'





## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- ▶ Another career counseling training on **'How to Find Direct Employment'** was led by the experienced First Officer Denis Lysiuk, RhumbFleet project founder, who has been conducting practical trainings for seafarers for several years already. At the training, the participants discussed what instruments can and should be used to find employment, how to behave during an interview, how to present yourself to the employer in the best possible way; as well as the priorities of getting a job directly and the right approach to filling out a CV.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- ▶ Seafarers studied the **Behavioral Based Safety Course** presented by the Safety Vision Company with more than 20 years of experience. The course was not just to learn basic regulations that the seafarers are required to know under main maritime conventions, but to learn how to identify the original cause of problem to be able terminate it in the outset. At the end of the seminar, seafarers received the Behavioral Basic Safety course certificates, allowing for more prestigious maritime employment.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- ▶ Offshore wind power is rapidly developing today, and there is no doubt that this industry is in need for proper service and qualified marine specialists. Therefore, another MTWTU seminar, moderated by Chief Officer Sergei Romashko, founder of Next Wave educational project for seafarers, was dedicated to the topic of **offshore wind engineering**, prospects for seafarers and potential employers and positions in demand: where Ukrainians can find such jobs, on which stage of construction they can apply their knowledge and how they can plan their training in advance.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- ▶ **Conflict Management Training** for seafarers, moderated by the guest coach, the Candidate of Psychology, provided for the live discussion and allowed the participants to investigate the true reasons of conflicts arising on board by bringing as examples some real situations they face at work. The seafarers also studied conflict prevention and conflict behavior; learnt of



- the human factor, status and positions affecting tension on board.
- ▶ **'Taxes and Retirement for Seafarers in a Plain Language'** was another popular topic to discuss among seafarers. The Union's lawyer spoke about the regulatory framework and legal requirements of seafarers' income taxation and their pensions. Also, the participants discussed and analyzed real cases from the seafarers' lives, mass-media updates, etc. Everyone had a chance to share own opinion and experience, in particular, regarding the possible options of well-being insurance upon reaching retirement age.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER

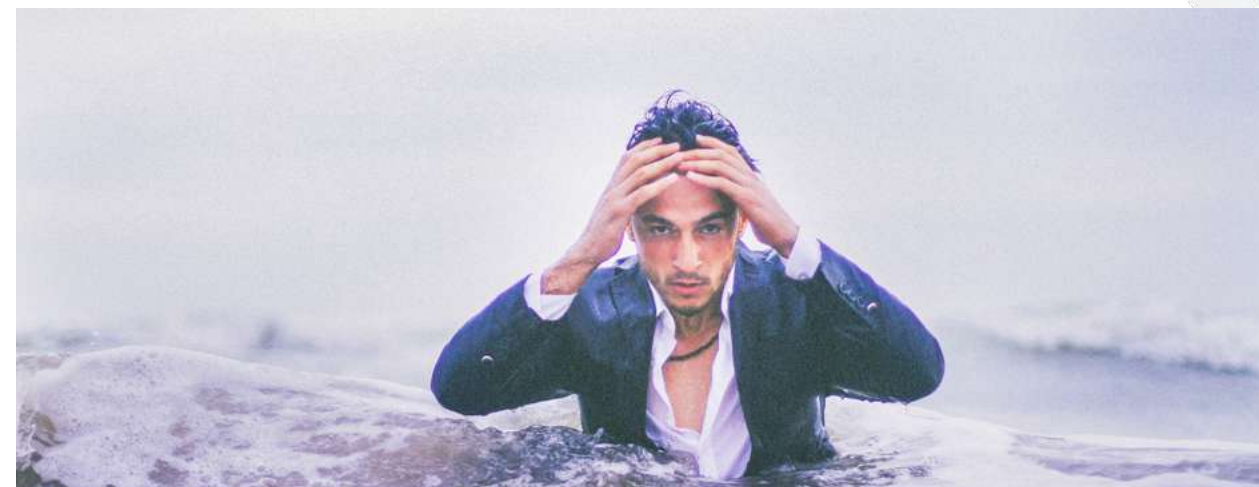


- Many seafarers are deeply concerned of how to live a decent life after the end of a career, how to financially protect themselves and their beloved ones in the future. Therefore, another MTWTU-arranged seminar was dedicated to **Seafarers' Financial Literacy**, where the speakers were Ukraine's leading financial expert Eric Nyman and successful asset manager Sergey Shvets. The participants discovered the latest investment opportunities available for Ukrainians, learned how to properly manage personal finances to achieve set goals, how to avoid mistakes in managing finances and how savings can work effectively for seafarers.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- **Seafarers' Health Onboard** by psychologist Maria Didenko gave the participants an opportunity to discuss the most pressing issues of seafarers' wellbeing during their employment at sea. In addition, each seminar participant received the Union-published Medical Handbook for Seafarers, which was developed by leading transport medicine experts in 2018.
- The topic of **Stress and its Effect on the Human Body** was discussed during the MTWTU-arranged seminar, led by Lyudmila Krikun, psychologist, existential consultant, member of the Ukrainian Association of Existential Consultants and Psychotherapists. The coach spoke about formation, impact, types and phases of stress and shared tips that help get out of stress.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER



- ▶ Training for seafarers, dedicated to **Communication Secrets**, was facilitated by Ivan Nenov, honored journalist of Ukraine, candidate of political sciences, associate professor and member of the National Writers' Unions of Ukraine and Bulgaria. There the seafarers discussed how to build credibility, learned to manage anger and resolve conflicts in a team.
- ▶ **'How to Develop Charisma'** was a central subject of another seminar, facilitated by Ivan Nenov, where he elaborated on the matters of mimics, gestures, and body language that carry a lot of valuable information about a person, such as temperament, education, and level of self-assurance.



## EDUCATION FOR THE UNION MEMBERS

### TRAININGS AT THE MARITIME UNION CENTER

- ▶ The training called **'Seafarer's Wife is a Profession'**, organized by the MTWTU for the wives of seafarers and raised various issues, faced by the wives of seafarers: problems associated with women's health, psycho-emotional state, self-realization and personal space. In addition, a lack of unified approach to child rearing was discussed and how it affects the children and their self-esteem.



- ▶ Another seminar for the wives of seafarers held by the psychologist Marina Volkova was called **'Adult Topics for Children'**. There, the participants received a number of practical tips on how to talk with children about the most difficult issues, how to behave during such conversations and what subjects are hurtful for children.





## EDUCATION FOR THE UNION MEMBERS

### AWARENESS-RAISING OUTSIDE ODESSA



Each year, following seafarers' requests, the MTWTU widens the geography of its awareness-raising activities.

Thus, another workshop was held in Kherson, which was attended by about 70 seafarers and cadets of the Kherson State Maritime Academy. The Union seminars are always a source of valuable information on the MTWTU and ITF activities, achievements and future plans, as well as an update on the current situation in the maritime industry of Ukraine.



## EDUCATION FOR THE UNION MEMBERS

### AWARENESS-RAISING OUTSIDE ODESSA

Another union awareness-raising seminar for 50 participants was held in the city of Izmail. At the seminar, the seafarers learnt of the current projects of the MTWTU and the ITF, of the Union's initiatives to enlarge the number of jobs for Ukrainian seafarers and to improve their working conditions onboard the foreign-owned ships, as well as of the Union's educational and social projects.

The other topics of concern for the seafarers have also been covered: retirement, taxation, medical job-related issues and so on. But the leading results of such meetings is the communication of the Union and seafarers, who are free to ask any concerning questions.





## EDUCATION FOR THE UNION MEMBERS

### WORKING WITH YOUTH



In 2019, the MTWTU continued on close cooperation with the maritime educational institutions of Ukraine. Throughout the year, there has been held a number of activities, aimed and developed especially for Ukrainian maritime students and cadets – the future seafarers of our country.

- In February 2019, there was held a meeting with the cadets of the National University 'Odessa Maritime Academy' and the Maritime College of Technical Fleet of the NU 'OMA', initiated by the MTWTU and the Ministry



of Foreign Affairs of Ukraine. The event gathered together about 150 future seafarers and was dedicated to the **prevention of seafarers' involvement in maritime crimes**. At the meeting, the joint Criminalization Project of the Union and the Ministry was also presented.

## EDUCATION FOR THE UNION MEMBERS

### WORKING WITH YOUTH



- In February 2019, the Union together with its local organization at the National University 'Odessa Maritime Academy' arranged **Saint Valentine's party** for about 500 cadets of the NU 'OMA', its Danube Institute and Kherson State Maritime Academy. The party kept the spirit of the 90-00s



- and included not only the dances itself, but fun contests, where each participant received nice gifts from the Union.
- In August 2019, National University 'Odessa Maritime Academy' welcomed the new-comers, who have joined the Academy's ranks as the first-year full-time students. The MTWTU local organization of cadets has been long successfully operating at the NU 'OMA', and over **200 new students** replenished the ranks of the MTWTU members, having joined the Union's organizational link last year.



## EDUCATION FOR THE UNION MEMBERS

### WORKING WITH YOUTH

- ▶ The MTWTU also participated in inauguration into cadets and graduation ceremonies of the following maritime educational institutions of Ukraine: National University 'Odessa Maritime Academy', Odessa Maritime College of Technical Fleet and the Danube Institute of NU 'OMA' and Kherson State Maritime Academy.
- ▶ Career-oriented seminar 'First Steps Onboard: from Cadet to Chief Officer in Five Years' was held for the cadets – brand new seafarers – in August 2019. The seminar was aimed to discuss how to predict and reduce the risk of unfortunate situations at sea and how to act if these occur. The cadets were taught that professional growth is impossible without constant knowledge replenishment, usage of colleagues' experience and learning from own mistakes.



## EDUCATION FOR THE UNION MEMBERS

### WORKING WITH YOUTH

- ▶ In early October 2019, the MTWTU launched a new format of events for the young generation of trade unionists. Every Tuesday, the MTWTU invites a group of cadets of the National University 'Odessa Maritime Academy' to the office to get acquainted with the principal directions of the Union work. The main goal of these meetings is to increase the cadets' awareness of their labour rights and of the trade union movement, as well as to teach properly understand the employment contract and collective bargaining agreement.





## SOCIAL ACTIVITIES FOR THE SEAFARERS



ONE OF THE GOALS OF THE TRADE UNION IS TO RALLY THE SEAFARERS, STRENGTHEN **LOYALTY, FRIENDSHIP AND UNITY** AMONG THE MTWTU MEMBERS. FOR THIS, THE UNION REGULARLY CONDUCTS VARIOUS **ENTERTAINMENT, SPORTING AND INTELLECTUAL EVENTS**, ATTENDED BY THE SEAFARERS, ACCOMPANIED BY THEIR FAMILY MEMBERS. THESE ACTIVITIES ARE IN GREAT DEMAND AMONG THE MTWTU MEMBERS AND THE UNION IS CONSTANTLY EXPANDING THE DIVERSITY OF THE EVENTS.

## SOCIAL ACTIVITIES FOR THE SEAFARERS



WE ARE PROUD TO ANNOUNCE THAT **IN 2019** THE NUMBER OF MTWTU-ARRANGED ACTIVITIES FOR SEAFARERS AND THEIR FAMILIES REACHED A MASSIVE NUMBER OF **100**.

**100** EVENTS  
IN  
**2019**



## SOCIAL ACTIVITIES FOR THE SEAFARERS



Thus, in 2019, the Union organized celebrations of professional holidays, invited families to the most popular movie premieres, arranged entertainment for children and summer leisure for the whole family; as well as offered its members to demonstrate their



intellectual and physical skills by taking part in competitions of various kinds.

We do our best to bring to life the most daring desires and initiatives of our Union members, and are always open to any proposals.

The year 2019 will be remembered with a series of fun entertainment events that were attended by a total of over 18,000 seafarers and their beloved ones.

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### THE DAY OF THE SEAFARER 2019

In 2019, the International Maritime Organization announced the theme of the Day of the Seafarer, which is celebrated on June 25, 'I am on Board'. This time the emphasis was placed on gender equality issues in shipping.

To mark the occasion and to continue the tradition established in 2017, the Union invited seafarers for family-style celebration at the 'Private Elling' Beach Complex, located near the sea.

The celebration gathered together over 500 guests – seafarers, members of the MTWTU, together with their families. There all the holiday participants could enjoy

a recreation and entertainment program, as well as multiple surprises, fun contests and tasty refreshments.

Our little guests also participated in various contests held by animators both in the pool and on the beach. In parallel, there were held master classes for children, and each little guest could have fun face painting done.



OVER  
**500**  
GUESTS

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FLEET DAY OF UKRAINE



Traditionally, the first Sunday of July is the date when the whole Ukraine celebrates the Day of Sea and River Fleet Workers. This time, the professional maritime holiday coincided with another significant occasion – the Day of the Navy of the Armed Forces of Ukraine.

At first, the Union leadership took part in festive celebrations held at the Odessa Sea Port with the participation of the President of Ukraine Volodymyr Zelenskyi.

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FLEET DAY OF UKRAINE



After the morning ceremonies, the Union gathered for solemn celebration those people who, in one way or another, connected their lives with the sea. Thus, the holiday continued with large-scale celebration for 300 persons at the Victory Gardens Restaurant of Odessa. The evening program included the awarding ceremony, dance and acrobatic shows, contests and nice surprises.



CELEBRATION FOR

# 300

PERSONS



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### UNION TAKES TO MOVIES



# 7,500

SEAFARERS

In 2019, **premiere film screenings** for seafarers, registered with the Marine Transport Workers' Trade Union of Ukraine, and their families traditionally gathered full halls of the 'Rodina' and 'Planeta Kino' cinemas.

Last year, about 7,500 seafarers became the first viewers of the following movies:

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### UNION TAKES TO MOVIES

<b>ALADDIN</b>		<b>TERMINATOR: DARK FATE</b>	
<b>MEN IN BLACK: INTERNATIONAL</b>		<b>ZOMBIELAND: DOUBLE TAP</b>	
<b>CREED II</b>		<b>MALEFICENT: MISTRESS OF EVIL</b>	
<b>THE LEGO MOVIE 2: THE SECOND PART</b>		<b>CHARLIE'S ANGELS</b>	
<b>HOW TO TRAIN YOUR DRAGON: THE HIDDEN WORLD</b>		<b>JUMANJI: THE NEXT LEVEL</b>	
<b>CAPTAIN MARVEL</b>		<b>FROZEN 2</b>	
<b>SHAZAM</b>		<b>ARCTIC DOGS</b>	
<b>AVENGERS: ENDGAME</b>		<b>PLAYING WITH FIRE</b>	



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### TRUE GALLEY HEROES

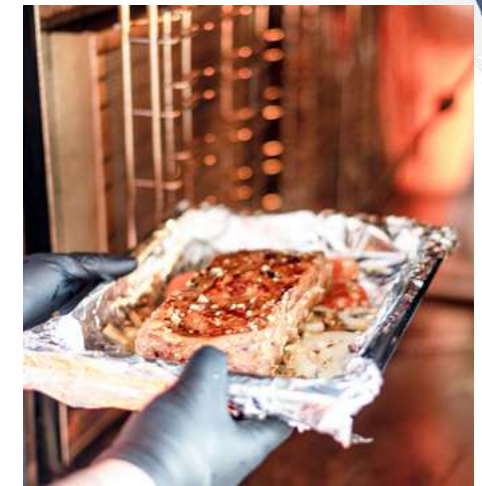


For the very first time, the Union arranged a culinary contest among ship cooks, held at the DAKS Hospitality Training Center. The MTWTU received excellent feedback from the event participants and this year will continue with another event of the kind.

To achieve the title of a True Galley Hero, the chefs had to go through the quiz stage of the competition and three stages

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### TRUE GALLEY HEROES



of cooking. It was necessary to demonstrate not just excellent professionalism, but also ingenuity and teamwork, as well as surprise the judges with their culinary masterpieces.

All teams passed the tests with dignity, but the competition itself determined the strongest. Traditionally, all the participants received diplomas and souvenirs from the Union.





## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FOR THE WHOLE FAMILY



In addition to the above, in 2019 the Marine Transport Workers' Trade Union of Ukraine held a large number of various social events for the seafarers, registered with the MTWTU, as well as for their families. For them the Union organizes a large variety of entertainment activities and uses every opportunity to please them with nice gifts. Some of the events are described in more detail below.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FOR THE WHOLE FAMILY



11 TEAMS  
50 QUIZ PARTICIPANTS

- The Union-arranged **intellectual quizzes** have already become one of most popular activities among our seafarers and their families. In February 2019, 11 teams tested their knowledge and savvy: they answered questions, solved puzzles and guessed melodies – all related to maritime and trade union topics. At the end of the game, 50 quiz participants received certificates and gifts from the MTWTU.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FOR THE WHOLE FAMILY



- On the eve of the International Women's Day, the Union invited the wives of seafarers to the festive events in honor of March 8. About 50 seafarers' wives took part in the master-class given by **'Master Chef 5'** winner, charismatic and gifted Evgeniy Klopotenko, who shared his cooking secrets and techniques.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FOR THE WHOLE FAMILY



- Today, it's not often you meet a woman seafarer, but through the ITF policy on gender equality more and more women join the crews of merchant fleet vessels, despite all prejudices. The MTWTU represents more than 300 women, who have chosen the seafaring path. To celebrate the **International Women's Day**, they all were invited to stop by at the Union office and pick up a nice memorable gift from the MTWTU.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FOR THE WHOLE FAMILY



- The Union invited 200 seafarers and their families to see the colorful Odessa-style play **'The Million Dollar Mama'**, the light comedy with a lyrical aftertaste about grown-up children and young-at-heart moms.
- Before the May holidays, there was held a major **Saturday clean-up** in the most often visited Odessa parks. The initiative united more than 5,000 caring Odessa citizens – their massive involvement brought the event to the Ukrainian Book of Records. 40 MTWTU members and their families could not stay aside and supported the initiative.

NEW  
UKRAINIAN  
RECORD

## SOCIAL ACTIVITIES FOR THE SEAFARERS

### FAMILY SPORT



- Another popular event was the amateur **bowling contest** for the Union members-seafarers and their families. An exciting world-famous game made everyone feel committed and inspired. And traditionally, each of 50 participants received a memorable certificate and a gift from the MTWTU.
- In May 2019, the Union invited its 200 members together with their families to the sports and entertainment event called **'Father, Mother and I are Sporting Family'**. Among the competitions were basketball and mini-football tournaments, shooting contest, relay race, badminton, jenga, darts and much more. The most striking part of the event was improvised battles between gladiators and sumo wrestlers, the sack race, rope pulling and other contests. The smallest competitors – seafarers' children – had a wonderful time in the company of superhero animators.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### SUMMER LEISURE



- **International Children's Day** is the occasion which is always marked by the Union. Thus, a real holiday was arranged for 200 seafarers and their children – the fantastic performance at the 'Beit Grand' Jewish Cultural Centre, soap bubble show, entertainment performed by animators and clowns and soft toys as a gift.
- During summer time, for many years in a row, the MTWTU has been inviting its members and their families to the **Odessa Water Park**. This year, more than 1,000 people plunged into the atmosphere of summer holiday: incredible slides, pools, animators and competitions for children, the sun and sincere kids' smiles.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### SUMMER LEISURE



- The MTWTU arranged the quest '**Odessa the Maritime City**'. Apparently, Odessa maritime history hides a lot of mysteries and unknown facts, and the seafarers were solving them together with their families. This was the first time when the MTWTU organized an event in a quest format.
- Within two days, 500 guests watched the grand interactive show called '**United Planet**' in **Odessa Nemo Dolphinarium**, where the main characters were dolphins, fur seals and sea lions. Interaction of human and animal artists reminded everyone that our planet is a peaceful coexistence of people and animals.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### SUMMER LEISURE



- The Union invited its members and their families to the tour around the **Botanical Gardens of Odessa** I.I.Mechnikov National University. Founded in 1867, the gardens are well known to many Odessa citizens. During the tour, 50 seafarers and their family members were told about the history of the place and rare plants and ancient trees the Botanical Gardens are proud of.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### NEW KNOWLEDGE



- The first school week for seafarers' children concluded with a splendid holiday at the Museum of Interesting Science. The interactive museum owns a fascinating collection of unique showpieces from the world of science. Celebrating the **Knowledge Day**, the MTWTU and the Welfare Fund of Maritime Transport 'MORTRANS' gave bright impressions to the 100 of seafarers' children, and each child received a backpack as a present from the Union and the Fund.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### CULTURAL



- The Union invited 200 seafarers and their families to spend an evening with friends and colleagues at the **'Beit Grand' Jewish Cultural Centre**. The comedy of situation 'Bon Appetit or Who is Lover to Whom?' based on the works of French writers – a funny story about the difficult relationships between men and women, has left no one indifferent. The incredible play of the actors, subtle humor and irony allowed escaping from the everyday bustle and plunging into the atmosphere of positive emotions.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### SUPPORT FOR SPORT



- The fifth full contact **karate tournament**, arranged by OOKAMI-KAN sports club, was held in October 2019. There were about 400 participants of different weight and age groups from almost every region of Ukraine, and children of seafarers, the Union members, were also among them.





## SOCIAL ACTIVITIES FOR THE SEAFARERS

### MASS EVENTS



- In October 2019, more than 200 children of seafarers enjoyed the holiday at the **'Magic World' Entertainment Complex** for the whole family. Exciting rides, modern slot machines, air hockey, trampolines, labyrinth, climbing wall, playgrounds for the youngest participants and much more entertainment for children to have fun!



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### MASS EVENTS



- For many years the MTWTU together with the Welfare Fund of Maritime Transport 'MORTRANS' have been holding a festive campaign dedicated to the **St. Nicholas Day**, the patron saint of children, seafarers and travelers. 2019 was no exception: on the eve of the New Year holidays, children of the MTWTU seafarers, who visited the Union office, received a soft toy mouse, as a symbol of the coming year.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### MASS EVENTS



- On the eve of **New Year holidays**, the Union office is always full of guests – the MTWTU members and their families. Traditionally, both children and adults could capture the moment in the Union's Christmas-themed photo zone, which was specially installed for the holidays.



## SOCIAL ACTIVITIES FOR THE SEAFARERS

### NEW YEAR SHOWS

OVER

# 10,500

GUESTS WATCHED  
COLORFUL PERFORMANCES



- The great tradition within the MTWTU is the New Year performances for the children of its members. Established over 20 years ago, **New Year shows** remain one of the most popular Union-arranged entertainment activities: during the winter holidays 2019-2020 over 10,500 guests watched the colorful performances in Odessa, Kyiv, Nikolayev, Izmail and Kherson.



## PUBLICATIONS & ONLINE RESOURCES



In 2019, the Marine Transport Workers' Trade Union of Ukraine not only continued to release its traditional print and online publications, but developed and issued various information leaflets and recommendations for our members-seafarers.

We commented on the amendments to the agreements of the ITF standard and crews' entitlements; analyzed seafarers' claims received by the Union and the ITF Inspector in Ukraine; warned seafarers from falling into trap of unscrupulous employers and taught them avoiding fraud employment schemes implemented by the local manning agencies.

We published ITF Inspectorate contact handbooks and directories of all the Ukrainian Embassies and

## PUBLICATIONS & ONLINE RESOURCES



Consulates around the globe; drafted booklets about Ukrainian seafarers on national opportunities for their training and certification; developed checklists for seafarers to make their employment safer and released various leaflets for the foreign employers advertising Ukrainian seafarers.

We constantly informed our members of the outcomes of all the trade union meetings worldwide, this or the other way affecting our members.

Generally speaking, in 2019 we continued doing our best to keep the Union members updated of the most recent shipping developments, having translated, written and composed most interesting and useful publications for our seafarers.





## PUBLICATIONS & ONLINE RESOURCES

### 'MARITIME' MAGAZINE



**10** 'MARITIME' MAGAZINES  
**396** PAGES OF USEFUL AND EXCLUSIVE ARTICLES IN TOTAL

Launched in 2010, the first maritime information and entertainment magazine for seafarers and their families continued being the most popular Union publication, where we do our best to gather the most diverse and interesting materials for our readers.

In 2019, we 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.

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

All the 'Maritime' Magazine issues may be downloaded from our website [www.mtwtu.org.ua](http://www.mtwtu.org.ua).

## PUBLICATIONS & ONLINE RESOURCES

### NEWSPAPER 'THE SEAFARER'

**12** ISSUES IN 2019



AVAILABLE FOR DOWNLOADING FROM THE UNION WEBPAGE  
[WWW.MTWTU.ORG.UA](http://WWW.MTWTU.ORG.UA)



The Ukrainian transport trade union newspaper 'Seafarer' is another popular Union's publication, published especially for the coastal transport workers, members of the MTWTU: port workers, employees of pilotage services and research institutions, etc.

'The Seafarer' has been published since January 1912 and today the main funder of the publication is the Marine Transport Workers' Trade Union of Ukraine.

The newspaper contains all the latest trade union news, the official statements of the MTWTU leadership, legal advices, reviews of the Union activities and much more.

The newspaper is also distributed free of charge among the MTWTU local trade union organizations, located all over the sea coast of Ukraine.

In 2019, the MTWTU published 12 issues of 'The Seafarer' newspaper, which are also available for downloading from the Union webpage [www.mtwtu.org.ua](http://www.mtwtu.org.ua).



## PUBLICATIONS & ONLINE RESOURCES

### LEAFLETS, BULLETINS, RECOMMENDATIONS

IN 2019, WE CONTINUED ON DEVELOPING SPECIAL INFORMATION PUBLICATIONS FOR SEAFARERS, WHICH CAN ALSO BE FOUND AND DOWNLOADED FROM THE MTWTU WEBPAGE.



- ▶ The MTWTU upgraded the traditional ITF publication 'Message to Seafarers', containing contacts of all ITF Inspectors around the globe. The MTWTU publication is called **'Tips for Seafarers'** and is supplemented with contacts of all Ukrainian Embassies and Consulates around



- the globe, as well as contains advice and recommendations on how to make seafarers' employment safer.
- ▶ Reissued and updated publication **'Why Seafarers Need the Union'** is another issue aimed at explaining 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.

## PUBLICATIONS & ONLINE RESOURCES

### LEAFLETS, BULLETINS, RECOMMENDATIONS

- ▶ In 2019, 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.
- ▶ 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.





## PUBLICATIONS & ONLINE RESOURCES

### LEAFLETS, BULLETINS, RECOMMENDATIONS



- **'Checklist for Seafarers'** is another work-related Union publication for seafarers. It covers all the stages of seafarers' employment, from job search to repatriation and offers to tick each item in each section necessary to ensure safe work at sea.
- In 2019, together with the International Labour Organization we published the **'Welfare Leaflet'** dedicated to HIV/AIDS prevention issues, which is also delivered onboard the ships calling the Ukrainian ports and distributed during the Union's outreach events.



## PUBLICATIONS & ONLINE RESOURCES

### LEAFLETS, BULLETINS, RECOMMENDATIONS



- **'Memo for the Seafarer'** is another MTWTU publication – the so called instruction on how a seafarer can take full advantage of his membership within the Union. In addition, the brochure contains a list of social programs the Union offers to its members.
- **'Ukrainian Seafarers: Opportunities for Future Development'** is another publication of 2019, especially designed for the Union's potential partners – international shipping companies. The publication highlights the advantages of the Ukrainian seafarers in the global maritime labour market, contains statistics data and information on seafarers' education, training and certification.



## PUBLICATIONS & ONLINE RESOURCES

### WEBPAGE AND SOCIAL NETWORKS

Throughout the year of 2019, the Marine Transport Workers' Trade Union of Ukraine continued improving its online presence.



OVER **18,000** SUBSCRIBERS

POSTS **600** LIKES **54,000**



In 2019, in addition to constant updates, the Union's webpage [www.mtwtu.org.ua](http://www.mtwtu.org.ua) received the new sections for seafarers 'Career Ladder' and 'Education', filled with useful information and aimed at helping the Ukrainian seafarers in their work.

- ▶ The Union's Facebook page is now followed by over 18,000 subscribers. In 2019, we made over 600 posts, which received 54,000 Likes.

- ▶ In 2019, the Union's 10,000 subscribers on Instagram have read 342 posts, which gathered over 39,000 Likes.



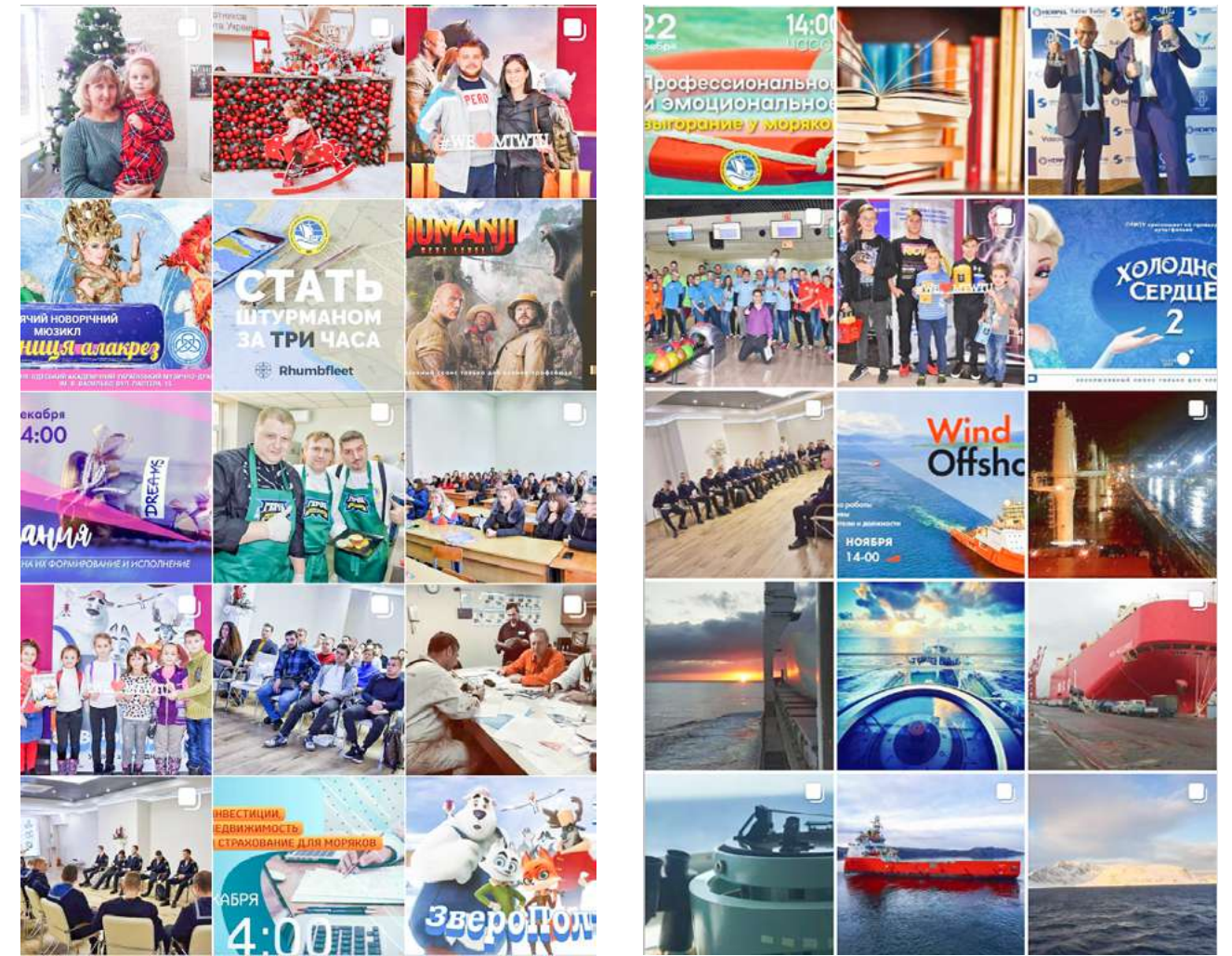
**9,000** SUBSCRIBERS  
**342** POSTS  
**39,000** LIKES

- ▶ We also kept our followers updated via Telegram, Twitter and LinkedIn.



Instagram

mtwtu\_itf\_ukraine







**MARINE TRANSPORT WORKERS'  
TRADE UNION OF UKRAINE**

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

<b>Office:</b>	+38 0482 42 99 01
<b>Email:</b>	<a href="mailto:office@mtwtu.org.ua">office@mtwtu.org.ua</a>
<b>WEB:</b>	<a href="http://www.mtwtu.org.ua">www.mtwtu.org.ua</a>
<b>Facebook:</b>	<a href="https://facebook.com/MTWTU">facebook.com/MTWTU</a>
<b>Instagram:</b>	<a href="https://www.instagram.com/mtwtu_itf_ukraine">mtwtu_itf_ukraine</a>
<b>Flickr:</b>	<a href="https://www.flickr.com/photos/union_mtwtu">union_mtwtu</a>
<b>Twitter:</b>	<a href="https://twitter.com/MTWTU_ITF">@MTWTU_ITF</a>