



SUMMARY **20** **REPORT** **23** **OF ACTIVITIES**





**SUMMARY
REPORT
OF ACTIVITIES
2023**



TABLE OF CONTENTS

INTRODUCTORY WORD..... 4

FIGHT FOR THE RIGHTS..... 6

 Rights and Actions of Ukrainian Seafarers on Vessels Calling russian Ports..... 8

 Seafarers' Criminalization in Focus of the IMO Legal Committee 10

INTERNATIONAL SUPPORT 14

 ITF-ETF SOLIDARITY FUND: Ongoing Support..... 16

 UNION DENT: Social Initiative for Seafarers' Health 18

 MTWTU and ISWAN: Official Partners 22

 Charitable Support from ITF Seafarers' Trust 24

 SEKO and MTWTU: Strength in Unity 26

 Izmail Under Attack: Destruction of International Seamen's Club
 and the World's Reaction 28

 Germany Firmly Stands by Ukraine's Side 32

 General Italian Confederation of Labour Expressed Support to MTWTU 34

 Social Protection of Migrant Workers 36

 Long Standing Partnership: Support from the International Labour Organization 38

INTERNATIONAL RECOGNITION 40

 Putting Trust in MTWTU: Oleg Grygoriuk re-elected as IFSMA Vice President 42

 Connecting Generations 44

 Honorable Recognition: MTWTU in Spotlight at The Mission To Seafarers Ceremony .. 46

HANDLING SEAFARERS' CLAIMS 50

 International Transport Workers' Federation (ITF) Inspection 52

 Typical Complaints Seafarers Address to ITF Inspectors 56

 Cases 58

 ZUZANNA Shipowner Responds to MTWTU Motion 60

 Criminal Proceedings Instead of Voyage 62

 Seafarer's Family Received \$150,000 of Compensation with the MTWTU's Assistance 64

 Crew in Trouble: Trade Union Helps the Crew of VYSSOS 66

 Consultation for Seafarers from MTWTU Specialists 70

COLLECTIVE BARGAINING AND BILATERAL RELATIONSHIPS..... 72

International Bargaining Forum (IBF) 74

IBF Local Negotiations 76

New Perspectives with Danish Shipping 78

Best Conditions for WILSON Seafarers 80

Norwegian Companies Improve Working Conditions for Ukrainian Seafarers 82

SCOCEEN Committee. New Arrangements 84

FINANCIAL ASSISTANCE 86

 Financial Assistance from the Trade Union 88

 Supporting Seafarers' Families Affected by the Attack
 on the Kakhovka Hydroelectric Power Plant 90

EDUCATIONAL PROJECTS 92

 Partnership in Action: MTWTU&3F Implement New Project 94

 Effective Cooperation with International Labour Organization 96

 Exchange of Experience in Training of Trade Union Workers 98

 Maritime English with Trade Union: New Horizons for Seafarers' Careers 100

 KSMA Cadets Receive Education in Lithuania with MTWTU Support 102

 Virtual Reality Simulator for Training 104

 Together for Success: Working with Future Seafarers 106

 MTWTU Youth Council Moves Ahead 110

SOCIAL PROJECTS 114

 Strong and Independent Women Conquering the Seas 116

 Easter Is a Holiday of Hope and Faith in Victory 118

 Day of the Seafarer 2023 120

 Culture of Caring: Trade Union Congratulates Seafarers on St. Nicholas Day 122

 Festive Emotions for Seafarers' Children 124

OUTREACH ACTIVITIES 126

 Informational Meetings with Seafarers 128

 MTWTU's Voice in the Media During Wartime 130

 MTWTU Activities: Social Media and Printed Publications 132

 MTWTU Connected 24/7 136



INTRODUCTORY WORD

Dear Colleagues and Partners,

With strong confidence in achieving victory and hope for peace on our Ukrainian land, we present the Report on the work of the Marine Transport Workers' Trade Union of Ukraine for the year 2023. This report underscores our commitment to what we do for the sake of our members, bringing our common goals closer with each step.

We cannot but express our utmost respect and gratitude to seafarers and workers of shore-based organizations for their hard and substantial work in the current realities of Ukrainian life. The dedication and courage of maritime workers to ensuring safety at sea, supporting the economy, and implementing modern standards in the industry are an irreplaceable participation in the country's development.

This report is aimed not only to reflect the achievements and challenges we encountered in 2023, but also to underline the paramount importance of acknowledging the invaluable contributions that transport workers are making every day.

Our joint goal is to create conditions for a more promising future, wherein every seafarer and onshore worker enjoys secure working environments and receives due recognition for their substantial role in the development of our country.

We express our sincere gratitude for your faith, belief, and unwavering dedication. Our collective endeavor signifies a stride toward a brighter future for all. United, we are stronger!

OLEG GRYGORIUK
MTWTU CHAIRMAN

SUMMARY REPORT OF ACTIVITIES 2023



FIGHT FOR THE RIGHTS

The protection of labour and social rights of our members is a fundamental value and a priority task that receives special attention in the activities of the Marine Transport Workers' Trade Union of Ukraine. In this section of the report, we address crucial aspects of our work aimed at ensuring fair working conditions, social protection, and strengthening the legal status of our members.

Our endeavor to provide adequate guarantees and protect the rights of every worker is essential in creating a just and favorable work environment. In this section of the report, we discuss the conducted activities, steps taken, and implemented programs aimed at safeguarding and enhancing the rights of our members, as well as improving their social standing.

We are convinced that strengthening labour and social rights is the foundation for the union's development and the well-being of our members. In this report, we present our efforts and achievements in this direction, outlining plans and perspectives for the future aimed at further improving conditions and protecting the interests of our workforce.

RIGHTS AND ACTIONS OF UKRAINIAN SEAFARERS ON VESSELS CALLING RUSSIAN PORTS

As soon as a copy of the russian government's order on a temporary ban on the entry of Ukrainian citizens into russia from third countries appeared on the Internet, the MTWTU quickly reacted and made efforts to understand how this could affect seafarers working on foreign-flagged vessels that may call at russian ports.

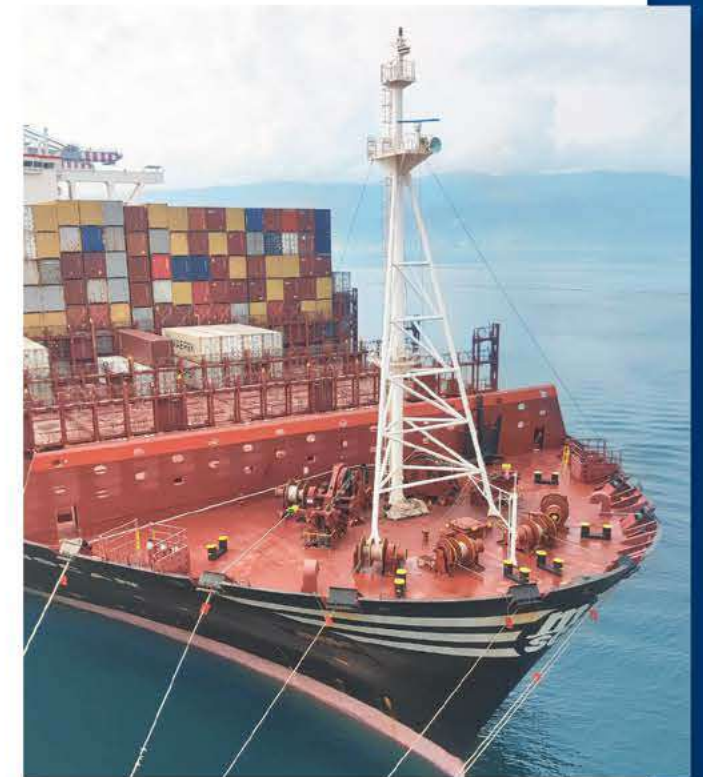
At the MTWTU's request, IMEC and ITF issued a joint statement with recommendations for shipowners on the rights and guarantees of Ukrainian seafarers if the vessel they

work on plans to call at russian ports. These recommendations stipulate that if a Ukrainian seafarer does not agree to enter the ports of the aggressor state, the shipowner or management should provide the seafarer with the opportunity to sign off the vessel in advance and be repatriated at the shipowners' expense, thereby protecting

themselves from entering russian ports. The full text of the recommendations is available on the website of the International Transport Workers' Federation (ITF) and the MTWTU.

In its turn, back in early March 2022, the MTWTU developed recommendations encouraging shipowners to take every possible measure to ensure that Ukrainian seafarers avoid russian ports. For their part, Ukrainian seafarers were called to inform the company of their decision in advance.

The MTWTU is aware of dozens of cases when, following the Union's recommendations, vessels changed their port of call or a company replaced a Ukrainian seafarer at his request.



SEAFARERS' CRIMINALIZATION IN FOCUS OF THE IMO LEGAL COMMITTEE



Unjustified detentions of seafarers on suspicion of committing crimes pose a significant threat to the prestige of the seafaring profession. The maritime industry should take urgent measures to guarantee seafarers their rights to fair treatment by law enforcement bodies in case of detention on suspicion of committing criminal offenses in foreign ports.

This topical issue was the focus of the 110th session of the Legal Committee of the International Maritime Organization (IMO), which took place in March 2023 in London. The MTWTU, together with the Ministry of

Foreign Affairs of Ukraine and the Embassy of Ukraine to the United Kingdom of Great Britain and Northern Ireland, prepared and submitted a document with proposals for the prompt resolution of the criminalization issue to the Committee. The document was co-authored by Georgia, the International Federation of Shipmasters' Associations (IFSMA), the International Ship Managers' Association (InterManager), and the International Transport Workers' Federation (ITF).



The Ukrainian side proposed to accelerate the development of the document on the Fair treatment of seafarers detained on suspicion of committing crimes (LEG 110/4(c)/1) in order to complete its preparation by the end of 2023. It was also proposed to introduce a database of ships and seafarers detained on suspicion of committing crimes at sea.

The proposals of the MTWTU and the Ministry of Foreign Affairs of Ukraine were supported by speeches of delegates from 35 IMO member states, as well as representatives of non-governmental organizations that hold the status of consultative organizations in the IMO.

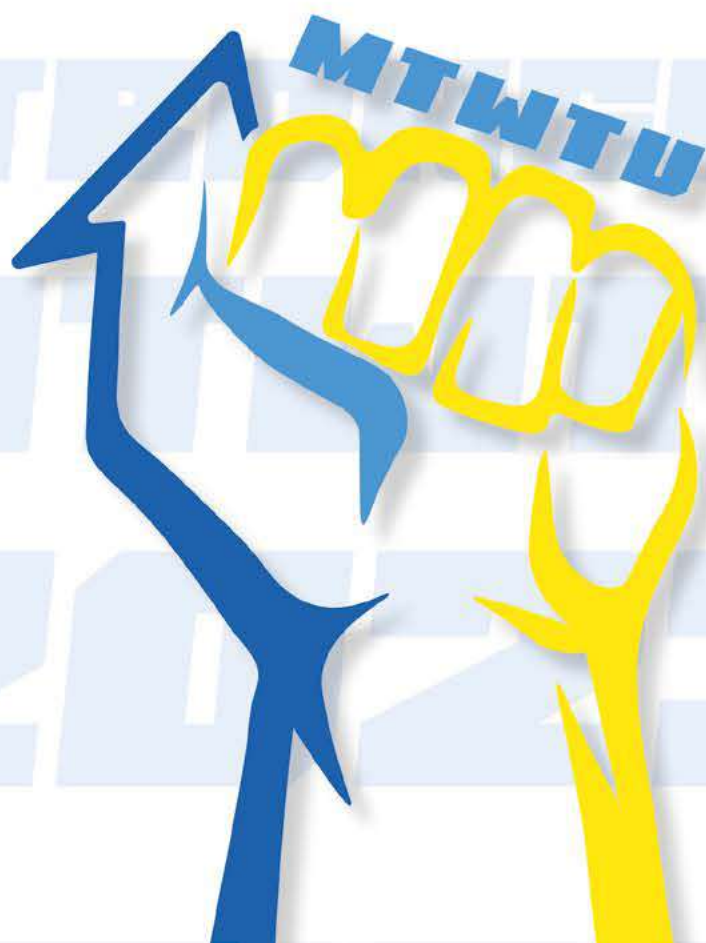
Following the review of the proposals submitted, the IMO Legal Committee established a Correspondence Group to proceed with the development and approval of the Guidelines, the draft of which is to be submitted for consideration and approval by the 111th session of the Legal Committee.



**MTWTU Chairman
Oleg Grygoriuk
emphasizes,**
"No seafarer should
be criminalized just
for doing their job.
Seafarers have been
arrested before all
the facts have been
clarified, including

when illegal cargo, such as drugs, was found in sealed containers. The first victims of unjustified arrests are the ship's Masters, who are detained solely because of their highest position on the ship, regardless of their ability to influence the situation. The detention of seafarers who have informed law enforcement bodies about signs that their vessels are being used for illegal transportation may significantly limit the seafarers' ability to protect their rights."

SUMMARY REPORT OF ACTIVITIES 2023



INTERNATIONAL SUPPORT

The international support plays a significant role in the development and strengthening of the Marine Transport Workers' Trade Union of Ukraine.

We deeply appreciate the support we receive from our international partners in advocating for the interests of our members, strengthening professional connections, and exchanging experiences.

In this section of the report, we provide an overview of the partnership relationships and activities that have been carried out through collaboration with our international partners. We also outline the prospects for further development and deepening of our relationships to achieve common goals and improve the working conditions of our members.

ITF-ETF SOLIDARITY FUND: ONGOING SUPPORT



To support Ukrainian member organizations, the International Transport Workers' Federation (ITF) and the European Transport Workers' Federation (ETF) jointly established a ITF-ETF Solidarity Fund in 2022. Trade unions globally contribute to the Fund to support Ukrainian colleagues – workers of critical transport infrastructure: seafarers, port and railway workers.

Oleg Grygoriuk, the Chairman of the Marine Transport Workers' Trade Union of Ukraine, was appointed the Chairman of the ITF-ETF Solidarity Fund's Advisory Board. On January 18-20, a session of the ITF-ETF Solidarity

Fund Advisory Board was held in Ukraine to discuss the assistance already implemented, as well as proposals for future projects for 2023. Our international partners from the ITF, ETF, UK, France, Sweden, Poland, and Turkey took part in the gathering. The Ukrainian party was represented by the MTWTU, Ukrainian Free Trade Union of

Locomotive Engineers, Trade Union of Railwaymen and Transport Constructors of Ukraine, Welfare Fund of Maritime Transport "MORTRANS", as well as MTWTU member seafarers and dockers.

International partners confirmed that support for MTWTU members will continue.

In 2023, the ITF-ETF Solidarity Fund's assistance was focused on port workers, maritime transport workers, cadets, and employees of maritime educational institutions who are members of the MTWTU. In response to their requests, the MTWTU delivered them food and hygiene sets, heaters, generators, flashlights, portable chargers, solar panels, first aid kits, reflective vests, sleeping bags, bandages, propane camping stoves, and other necessary charitable assistance.



UNION DENT: SOCIAL INITIATIVE FOR SEAFARERS' HEALTH



The MTWTU cares about the health and well-being of seafarers, so since 2021, in partnership with the German trade union ver.di, the Union Dent project has been successfully implemented. Thus, Ukrainian seafarers working on the ships of German shipowners covered by ver.di collective bargaining agreements have the opportunity to receive dental services free of charge.

The project was implemented in the midst of the COVID-19 pandemic; now the

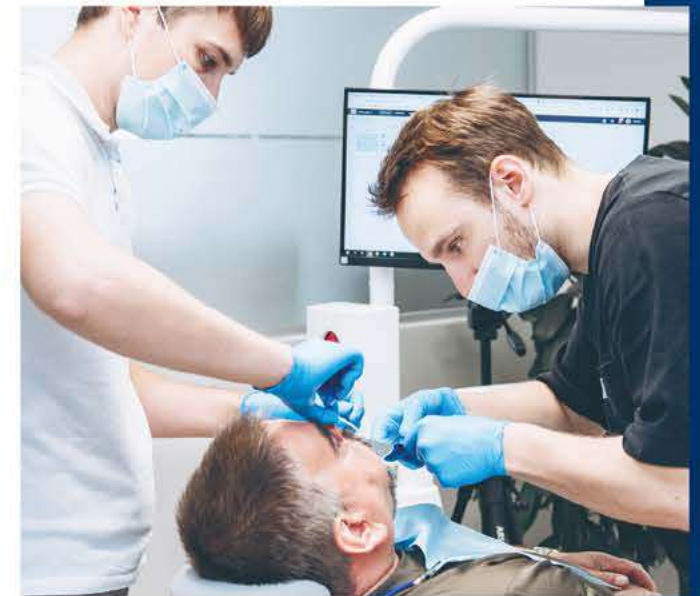
martial law in Ukraine poses additional challenges for the Trade Union and its partners. However, the result is clear: the project is successfully operating, and more than 60 seafarers have already received a full range of dental services. Since 2023, the MTWTU, together with the ITF Seafarers' Trust, has expanded the scope of the Union Dent project. Even more seafarers

and their families were able to receive dental services free of charge.

Priority participation in the project is provided to seafarers and their family members who:

- are currently serving or have served in the Armed Forces of Ukraine or other armed forces established in accordance with the law;
- are temporarily displaced persons;
- suffered as a result of the aggression of the Russian Federation after February 24, 2022 (injuries, damage to real estate);
- have been unemployed in Ukraine since February 24, 2022.

In 2023, about 100 seafarers and their families received free dental treatment as part of the project.

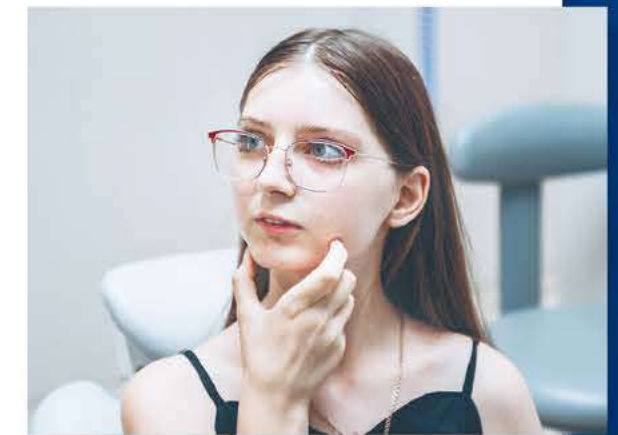


**Oleksandr Bazhan,
MTWTU member,
Master from Anglo-Eastern,**

"With the beginning of Russia's military aggression, like many members of our Union, I stood up to defend my homeland and joined the special unit of the National Police of Ukraine. I am very pleased to take part in the MTWTU and ITF Seafarers' Trust project on free-of-charge dental treatment for seafarers. Thank you for your warm attitude towards us, we appreciate and are proud to be part of the Union."

**Ksenia Prokhina,
daughter
of MTWTU
member,
AB from Solstad,**

"Of course, visiting dentists is scary: after the examination, I was informed about my dental problems, but most importantly, about the treatment plan. I hope I'll soon shine with my chic smile. Thanks to the Trade Union!"



MTWTU AND ISWAN: OFFICIAL PARTNERS



The MTWTU has been and remains the only maritime trade union in Ukraine that is globally trusted. Thus, for the second year in a row, the MTWTU has become an official partner of ISWAN in the project to help Ukrainian seafarers.

Over the entire period of the program, 480 seafarers have received assistance grants, including 130 of which – in 2023.



CHARITABLE SUPPORT FROM ITF SEAFARERS' TRUST



Because of the war in Ukraine, many seafarers got stuck at home without an opportunity to leave for a voyage. Some managed to find work on the shore, while others are forced to ask for help from other people who care. To support seafarers' families, the Marine Transport Workers' Trade Union of Ukraine and the Welfare Fund "MORTRANS", with the support of the ITF Seafarers' Trust, organized a charity event for them. Hundreds of food sets were distributed at the Trade Union's office and sent by post to the regions.

This campaign was not just about a set of products but a symbol of our sincere care and concern. It unites us in a common goal to help and support those who need our attention.

In tough times, when the war affects the country, true strength is manifested in the ability of people to help each other.



**SEKO AND MTWTU
STRENGTH IN UNITY**



With the support from fraternal trade union SEKO (Sweden), MTWTU members from Private Joint Stock Company "Ukrainian Danube Shipping Company" (PJSC "UDSC") received hundreds of food sets in Izmail.

Oleg Grygoriuk, MTWTU Chairman, said,

"Our brothers and sisters from SEKO have supported us many times, and once again, with their direct participation, we have implemented a social campaign for the UDSC crew. Today, the Danube region plays a vital role in the export of goods and products, but also, unfortunately, remains subject to constant hostile attacks by Russia. Such campaigns become a real symbol of support in difficult times for Ukraine, providing assistance to those who need it utmost."



IZMAIL UNDER ATTACK: DESTRUCTION OF INTERNATIONAL SEAMEN'S CLUB AND THE WORLD'S REACTION



On the night of August 1-2, 2023, Russia carried out a massive drone attack on the port infrastructure of the Danube region. According to official sources, the region was attacked by 23 drones.

The attack on Izmail targeted the seaport. The shelling damaged and destroyed an elevator, grain storage, tanks of one of the cargo terminals, production, warehouse, and administrative premises.

The Passenger Terminal building, which was renovated 4 years ago, suffered significant damage. Also, a number of drones were aimed at the administrative building of the Ukrainian Danube Shipping Company.

The building of the Izmail International



Seamen's Club was severely damaged as well. The Club has been operating since 1957. The modern building was constructed in 2002 with the support of the ITF Seafarers' Trust. In 2020-2021, the Seamen's Club premises were renovated with the help of ITF Seafarers' Trust's grant.

In peaceful times, about 2,000 foreign seafarers visited the Seamen's Club every year. A large number of events, including seminars, events dedicated to Seafarers' Day and New Year, STOP COVID-19 campaigns, and voluntary vaccination against coronavirus, were visited by MTWTU members.

During the war, the Club hosted hundreds of refugees and displaced persons from the occupied territories. At the moment of the attack, there were people in the building hiding in the shelter, so they were not injured.

**Katie Higginbottom,
Head of the ITF Seafarers' Trust, said,**

"We were horrified to hear that the Seafarers Centre in Izmail was seriously damaged in Russian attacks targeting shipping in the Danube, especially in the knowledge that the centre was being used to house internally displaced seafarers' families. We are relieved that on this occasion there was no loss of life but conscious of the relentless psychological stress caused by such vicious acts." She also confirmed the ITF Seafarers Trust's readiness to participate in the reconstruction of the Interclub building, "In spite of the ongoing instability we agreed to support reconstruction work to enable the facility to continue its essential work in this time of need. We greatly appreciate the fearless efforts of MTWTU and the centre's staff to provide solace in these dark times."

The renovation works have already been completed, and the Izmail International Seamen's Club has reopened its doors to visitors.

GERMANY FIRMLY STANDS BY UKRAINE'S SIDE



On September 17-22, the Federal Congress of the German trade union ver.di was held in Berlin.

During a roundtable discussion held as part of the Congress, the Chairman of the Marine Transport Workers' Trade Union, Oleg Grygoriuk, talked about the role of MTWTU in responding to a full-scale invasion and highlighted the issues and challenges the organization faces.

Oleg Grygoriuk expressed sincere gratitude to German colleagues for their continuous support of the MTWTU and Ukrainian seafarers during this difficult period.

Furthermore, in Berlin, a meeting took place between Uwe Schmidt,

a member of the Bundestag from the Social Democratic Party of Germany, and Oleg Grygoriuk, the Chairman of the Marine Transport Workers Trade Union.

Uwe Schmidt expressed concern about the impact of the war in Ukraine on maritime navigation. Ukrainian seafarers, especially officers, have great importance at the international level, and the situation for seafarers has become extremely challenging with the beginning of the brutal Russian aggression against Ukraine.



GENERAL ITALIAN CONFEDERATION OF LABOUR EXPRESSED SUPPORT TO MTWTU

A delegation from the General Italian Confederation of Labour (CGIL) paid a visit to Ukraine. The CGIL is the most important Italian trade union since its establishment in 1944. The CGIL is structured by 12 sectoral trade unions uniting more than 5.5 million members. Currently, the CGIL is the second largest trade union in Europe after the German Trade Union Confederation.

The meeting with foreign guests was held at the MTWTU office. The main goal was to support Ukraine and demonstrate the solidarity of international partners. Thus, the CGIL handed over five generators to Federation of Trade Unions of Ukraine.



SOCIAL PROTECTION OF MIGRANT WORKERS



The Republic of Moldova hosted a seminar on the exchange of experience in the social protection of migrant workers, organized by the National Trade Union Confederation of Moldova with the support of the International Labour Organization. Trade union activists from Ukraine, Moldova, and Tajikistan discussed the current challenges and shared their experience in addressing social problems that resulted from Russia's military aggression against Ukraine.

The discussion raised important issues related to the protection of migrant

workers, ratification and implementation of the ILO convention, and the roles of trade unions and social partners in supporting migrants.

The MTWTU representatives spoke about the challenges faced by Ukrainian seafarers and port workers, as well as the assistance and projects organized for them by the Union and international partners.



LONG-STANDING PARTNERSHIP: SUPPORT FROM THE INTERNATIONAL LABOUR ORGANIZATION



A delegation from the International Labour Organization (ILO), headed by Senior Employment Specialist Ms. Daniela Zampini and along with representatives of the Office of the United Nations High Commissioner for Refugees, paid a working visit to MTWTU office.

The objective of the visit to our region was to foster a collaborative project aimed at generating employment opportunities for those impacted by hostilities, maintaining jobs in Ukraine's high-priority sectors, and enhancing the efficiency of regional labour

market management through partnerships and social dialogue.

The primary problem internally displaced persons face is either a lack of skills or very low wages. Therefore, the ILO aimed to develop an impactful project, which within a year and a half would create real workplaces for IDPs, people with disabilities, and war veterans.



SUMMARY REPORT OF ACTIVITIES 2023



INTERNATIONAL RECOGNITION

International recognition is a key determinant for the MTWTU of its standing in the global maritime community.

It provides an opportunity to influence international standards and norms, and guarantees the protection of the rights and interests of the MTWTU members at the international level. In addition, such interaction facilitates the exchange of experience, technological innovations and skills development, which are critical in today's competitive environment.

Recognition at the international level brings new opportunities for cooperation with other countries and global organizations, promotes the development of professional culture and raises the status of maritime transport workers overall. All this strengthens the positions and increases the MTWTU's influence on an international scale and allows Trade Union members to receive a wide range of privileges, opportunities and solidarity support, which is of paramount importance for our country today.

PUTTING TRUST IN MTWTU: OLEG GRYGORIUK REELECTED AS IFSMA VICE PRESIDENT



MTWTU is confident that membership in such a reputable international organization will provide the Trade Union with additional advantages in protecting the interests of Ukrainian maritime captains working abroad.

Oleg Grygoriuk, Chairman of the MTWTU, IMO Goodwill Ambassador, was re-elected for a second term as Vice President of the International Federation of Shipmasters' Associations (IFSMA) on the General

Assembly, which took place in Tokyo on October 22-28.

Let us recall that in 2019, MTWTU became a member of IFSMA, adding 950 Ukrainian captains to its ranks. At the same time, Oleg Grygoriuk was first time elected to the VP position to represent the interests of Ukrainian captains at the international level.



CONNECTING GENERATIONS

The MTWTU Chairman and Vice President of the International Federation of Shipmasters' Associations, Oleg Grygoriuk, met with Stanislav Nezavitin, President of the Association of Sea Captains of Odesa, sea captain, IFSMA technical expert and consultant; and Captain Sergiy Dudchenko.

A fruitful meeting involving the exchange of views and experiences between different generations of the maritime community contributes to the further development of our vital industry.



HONORABLE RECOGNITION: MTWTU IN SPOTLIGHT AT THE MISSION TO SEAFARERS CEREMONY



For the first time, the Marine Transport Workers' Trade Union of Ukraine was honored at the annual The Mission To Seafarers award ceremony. On behalf of the MTWTU, the Chairman Oleg Grygoriuk, received a special award from The Mission To Seafarers in recognition of outstanding humanitarian and social initiatives benefiting seafarers and their families.

MISSION TO SEAFARERS CEREMONY



**Andrew Wright,
Secretary General of The Mission To Seafarers,**

"I would like to present the first special award to the Marine Transport Workers' Trade Union of Ukraine and its Chairman, Oleg Grygoriuk.

Thousands of Ukrainian seafarers found themselves stranded abroad, facing an uncertain future and deep concerns for their families, many of whom became victims or refugees.

Also, at the beginning of the war, most seafarers were unable to leave the country for a long time to sign contracts, which threatened the future of the Ukrainian maritime community.

In response, Mr. Grygoriuk and his colleagues acted promptly, demonstrating an impressive and resolute commitment in numerous meetings. He led all negotiations at every level in Ukraine and internationally. His dedication, combined with a profound love for those he serves and

MISSION

TO SEAFARERS CEREMONY

an audacious passion for his nation and its struggles, was evident. The work of Oleg Grygoriuk and the entire MTWTU team has had a direct impact on changing the policy of the Ukrainian government."



SUMMARY REPORT OF ACTIVITIES 2023



HANDLING SEAFARERS' CLAIMS

Assistance provided to seafarers regarding their labour issues worldwide is a key activity aimed at protecting the interests of seafarers and ensuring their decent status in the international community. The MTWTU's work in this area is determined not only by resolving specific labour issues but also by supporting seafarers in all areas of their professional and personal lives.

Seafarers' requests for labour issues require a specialized approach and timely response, as they face unique challenges and difficulties related to the nature of their work. To address such matters, the Trade Union cooperates with international organizations and authorities to protect the rights and welfare of seafarers, as well as provides advice and support in resolving specific legal and social issues.

Particular attention is paid to those seafarers who call Ukrainian ports within the safe corridor. The ITF Inspector in Ukraine and the Trade Union respond to seafarers' requests and involve partners to resolve issues that are usually of an emergency nature.

INTERNATIONAL TRANSPORT WORKERS' FEDERATION INSPECTION



2023 was a busy year for ITF inspectors, who made sure that seafarers worked in safe and decent working and living conditions every day.

Key findings included that as of November 2023 they had conducted 9,785 inspections (up 1,688 on the corresponding period on 2022), of which:

- 5,740 were routine inspections;
- 1,559 were following requests from seafarers/crew.

The inspectors were most significantly responsible for recovering \$47,008,910

in owed wages, which again marked an increase of \$12,277,651 on the 2022 figure. In particular, the ITF Inspector in Ukraine returned \$535,000 to seafarers in 2023.

The International Transport Workers' Federation has released its figures for the numbers of vessels abandoned in 2023 – which show a worrying increase on figures from the previous year.

A total of 132 abandonments were reported which is 13 more than in 2022 – an increase of 10.92%. The overwhelming majority of those reports (129) were made by the ITF. Under the Maritime Labour Convention, 2006 the ship is deemed to have been abandoned if the shipowner fails to cover the cost of a seafarer's repatriation; or has left them without the necessary maintenance and support; or has otherwise unilaterally severed ties with them, including their failure to pay the seafarers' contractual wages for a period of at least two months.

Key findings showed:

- Owed wages from the 129 ITF reported cases in excess of \$12.1 million.
- 1,676 seafarers contacted ITF from abandoned vessels.
- Indian seafarers were the most abandoned, with more than 400 cases.

ITF have recovered more than \$10.9 million in owed wages from 60 of these vessels so far. The final figure will exceed \$12.1 million as cases take time to resolve and as other seafarers come forward, thereby increasing the amount of recoverable wages.



KEY HIGHLIGHTS OF ITF WORK IN 2023

ITF INSPECTORS CONDUCTED

9,785



INSPECTIONS

WHICH IS

1,688



MORE THAN IN

2022

47,008,910

WAGES RECOVERED

WHICH IS

\$12,277,661

MORE THAN IN

2022

\$535,000



SEAFARERS' WAGES WERE
RECOVERED DUE TO THE WORK
OF THE ITF INSPECTOR IN UKRAINE

120



INSPECTORS
WORK
IN PORTS OF

59



COUNTRIES

* AS OF NOVEMBER 2023

ABANDONED SHIP STATISTICS IN 2023

132



ABANDONMENT
CASES

WHICH IS

13



MORE THAN IN

2022

WAGE ARREARS
EXCEEDED IN

\$12.1
MILLION

129



CASES

1,676

SEAFARERS FROM
ABANDONED SHIPS

APPLIED
TO THE
ITF

THE HIGHEST NUMBERS OF
ABANDONMENTS BY FLAG
STATE WERE:

23



PANAMA

12



PALAU

11



CAMEROON

8



ST. KITTS
AND NEVIS

8



UNKNOWN

5



COMOROS

5



TANZANIA

5



TOGO

TYPICAL COMPLAINTS SEAFARERS ADDRESS TO ITF INSPECTORS



On November 13, 2023, the headquarters of the International Maritime Organization (IMO) hosted a conference on the work of seafarers in international shipping, jointly organized by the IMO and the International Labour Organization.

Nataliya Yefrimenko, ITF Inspector in Ukraine, as part of the MTWTU delegation, took part in this exclusive event as one of the participants of the panel discussion on the practical application of the Maritime Labour Convention, 2006.

Nataliya Yefrimenko briefed the conference delegates on the main complaints that seafarers most often address to ITF inspectors.

Among them:

- delays in payment of wages,
- inadequate working and resting conditions on board ships,



- inadequate food supply,
- provision of seafarers with personal protective equipment, etc.

The panelists emphasized that all stakeholders should take immediate and effective measures to improve the effectiveness of the mechanisms for protecting seafarers' labour and social rights, as provided for in the Maritime Labour Convention, 2006.



CASES

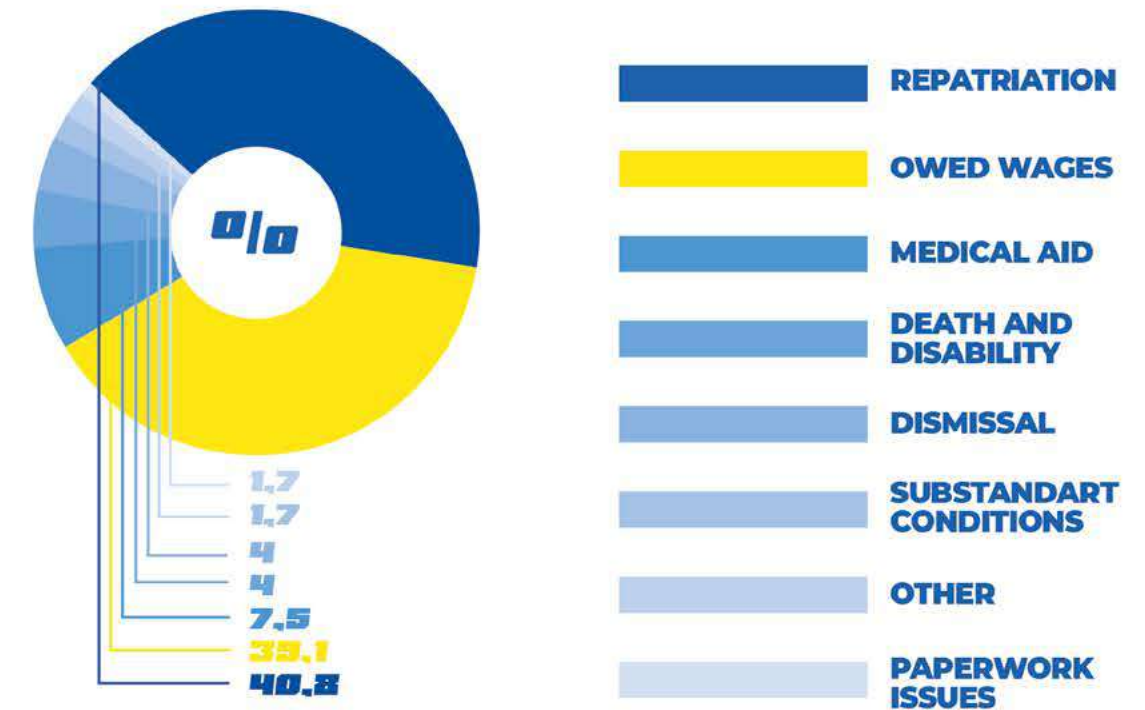


Every year, the MTWTU and the ITF Inspector in Ukraine receive hundreds of calls from seafarers who, unfortunately, still face violations of their rights and unscrupulous shipowners. Despite the difficulties, the MTWTU and the ITF Inspector are always ready to provide assistance and address their concerns by active intervention in cases that require immediate attention.

Here are some examples of successful cases handled by the MTWTU and the

ITF Inspector in Ukraine, ensuring justice and defending seafarers' rights. Over the years, there have been many situations where labour rights were violated, wages were underpaid, and medical care was not provided. Thanks to our work, many seafarers have received compensation, restored their rights, and been able to return to their normal lives.

293 SEAFARERS' QUERIES IN 2023



ZUZANNA SHIPOWNER RESPONDS TO MTWTU MOTION

The ITF inspector in Ukraine and the Marine Transport Workers' Trade Union of Ukraine received several complaints against the owner of the ZUZANNA (IMO 8203555, flag of Cameroon), which was at that time located at one of the private terminals in Izmail port.

The crew members reported non-payment of wages and terrible working conditions, including the ship's inadequate technical condition and lack of provisions. The ZUZANNA was built in 1982 and was involved in the transportation of agricultural products as part of a grain deal from Ukraine to ports in Turkey and Romania. Crew

members, both signed off and on board, reported that the owner and operator of the vessel had consistently ignored the seafarers' legal requests and demands. The Portuguese company, with whom the seafarers had entered into employment contracts, remained unresponsive to their requests. And unscrupulous employment intermediaries abroad continued to offer such job opportunities to seafarers in hardships. The MTWTU first reviewed

the text of the employment agreement of one of the former crew members of the ZUZANNA vessel.

Meanwhile, the MTWTU immediately contacted the shipowner, MV MARINE UNIRESSOAL LDA, and received a response that the technical condition of the vessel had been fixed. The MTWTU visited and inspected the vessel. The inspection found that the vessel satisfied the technical and welfare standards.

The Trade Union's prompt response to the seafarers' requests, along with MV MARINE UNIRESSOAL LDA's positive reaction to the MTWTU call, resulted in ensuring that ZUZANNA seafarers now have suitable conditions for a comfortable and safe stay on board.



CRIMINAL PROCEEDINGS INSTEAD OF VOYAGE

"I am suspected of forging a seaman's book" - Ivan, a cadet of the National University "Odesa Maritime Academy" and MTWTU member, addressed the Trade Union with such a problem.

The cadet explained that he had successfully obtained all the necessary documents and signed a contract for his first voyage as a cadet. However, when leaving, he was unexpectedly denied permission to cross the state border of Ukraine. The reason for the refusal was the border guards' suspicion that Ivan's seaman's document contained signs of forgery. The border guards called the police, and the document was seized.

In total, Ivan spent more than 8 hours at the border checkpoint. Criminal proceedings were initiated under part 4 of Article 358 of the Criminal Code of Ukraine. The cadet faced a fine or arrest for up to 6 months or imprisonment for up to 2 years.

Ivan immediately turned to the Trade Union for help. MTWTU lawyers provided legal advice to Ivan and proposed a plan of further action. A request

was immediately prepared to the Maritime Administration to confirm that the seaman's book had been actually issued. As expected, the Maritime Administration confirmed the issuance of the document.

The next main goal was to end the criminal proceedings and return the document to the cadet. For this purpose, the MTWTU lawyers prepared a court petition to cancel the arrest imposed on the seafarer's document and provided legal advice on the grounds for closing the proceedings. As a result, within a week the criminal proceedings were closed, the arrest was canceled, and the document was returned to the seafarer.

Despite the fact that Ivan missed his previous contract, the company found a new job for him, and he successfully crossed the border and started working.



SEAFARER'S FAMILY RECEIVED \$150,000 OF COMPENSATION WITH THE MTWTU'S ASSISTANCE

A Ukrainian seafarer, who was an MTWTU member, fell seriously ill during his voyage. On a long ocean crossing, the seafarer began to complain about his health: a heavy stomach and problems with his legs. At the first port of call, he was sent for a medical examination, where the doctor declared him unfit for duty. On the doctor's recommendation, the seafarer was repatriated home.

He returned home and actively began to undergo additional medical

examinations, and consultations with doctors, and kept in touch with the Trade Union. Unfortunately, the seafarer died 5 days later.

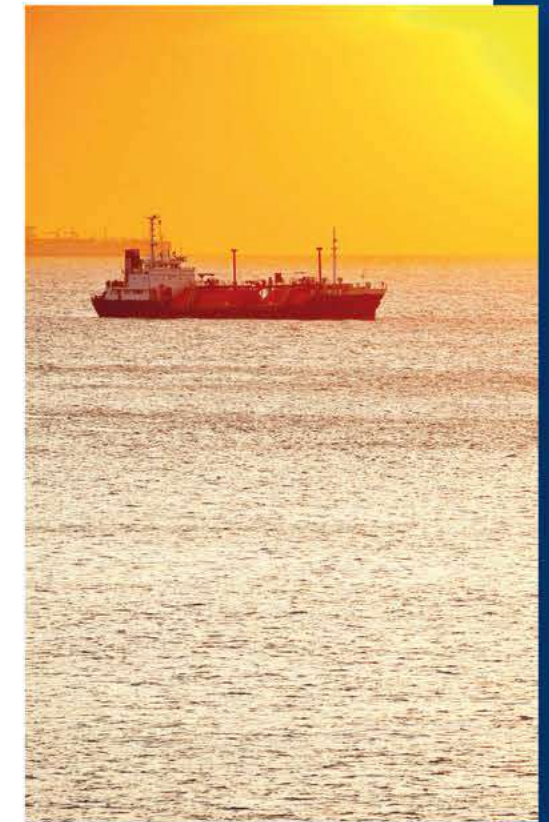
The seafarer's family appealed to the company for compensation, but the shipowner did not immediately recognize the need to pay compensation for the seafarer's death,

\$150,000 COMPENSATION

although he had signed off the ship himself for health reasons and died at home. The shipowner's liability for the seafarer's life ends upon arrival at home. However, this is provided that the death was not a result of work on the vessel.

As a result of long negotiations and the assistance of our colleagues from All Japan Seamen's Union, we managed to negotiate a compensation of USD 150 thousand.

This amount includes compensation after death, child benefits, and funeral expenses.



CREW IN TROUBLE: TRADE UNION HELPS THE CREW OF VYSSOS

An extraordinary incident occurred at the Bystre mouth: the dry cargo ship VYSSOS (IMO 9385790, Panama) struck a mine, causing substantial damage to its hull. The ship was en route to the port of Izmail to load grain. Consequently, the engine room flooded, leading to a power outage. One crew member required medical attention.

The ship's captain reached out to Nataliya Yefrimenko, ITF Inspector in Ukraine, and the Marine Transport Workers' Trade Union of Ukraine, lodging

a complaint about delayed wages and inadequate living conditions for the crew.

With support from MTWTU and the Welfare Fund "MORTRANS", the MTWTU's local trade union organization of the Private Joint Stock Company "Ukrainian Danube Shipping Company" delivered essentials from Izmail International

Seamen's Club to the crew. These included first-aid kits, dry showers for hygiene, disposable heating pads, and informational materials from MTWTU and ITF. That assistance alleviated the crew's physical and moral challenges as efforts to resolve outstanding issues were still in progress.

The ITF Inspector, on the crew's behalf, successfully contacted the P&I Club, being a financial security provider under the MLC standard, responsible for covering the shipowner's liabilities in case his failure to fulfil contractual



obligations towards the crew. Consequently, eight out of the eighteen crew members were promptly signed off, received their wages, and were repatriated. This swift resolution was facilitated by the fact that these seafarers did not require visas to move through Ukraine.

However, complications arose for the remaining nine seafarers, who were Egyptians. The process of their repatriation was hindered by restrictions imposed due to the absence of Ukrainian visas and permits to enter the Republic of Moldova. The process of repatriation of these crew members was facilitated thanks to the efforts of the Embassy of Ukraine to the

Arab Republic of Egypt, the ship's agent, and the local P&I Club correspondent based in Odesa.

Eventually, through collaborative efforts between the ITF Inspector, MTWTU, the P&I Club, the Embassy, and the ship's agent, all crew members received their wages for the period from 1 December 2023 up to the date of discharge, and a war zone bonus for the whole period of the ship's stay in warlike areas; were signed off; and safely repatriated to their indicated locations.



CONSULTATION FOR SEAFARERS FROM MTWTU SPECIALISTS

The MTWTU regularly provides consultations to seafarers on a range of issues. In 2023, a significant number of requests related to seafarers' qualification documents and obtaining permits to cross the state border of Ukraine to work on foreign vessels.

DEPARTURE TO WORK ON FOREIGN VESSELS



CONSULTATIONS

SEAFARERS' QUALIFICATION DOCUMENTS



CONSULTATIONS



SUMMARY REPORT OF ACTIVITIES 2023



COLLECTIVE BARGAINING AND BILATERAL RELATIONSHIPS

The MTWTU performs an important role in collective bargaining with international shipowners and their associations on behalf of Ukrainian seafarers. These activities are aimed at improving the working and living conditions of seafarers, as well as at increasing salaries and social contributions, which are important components of a decent life and professional growth of maritime workers.

Improved working and living conditions, higher wages, and social guarantees are not only determined by economic benefits for seafarers but also contribute to the creation of a safe and stable maritime environment. Such cooperation reflects the Trade Union's concern for its members and determines the level of social responsibility in the international maritime industry.

INTERNATIONAL BARGAINING FORUM (IBF)



Since 2012, the MTWTU has been the only organization in Ukraine authorized to conclude agreements of the IBF standard with shipowners who are members of the International Maritime Employers' Council (IMEC). The MTWTU exclusively represents the interests of Ukrainian seafarers in negotiations. Thus, at the last round, employers and representatives of maritime trade unions reached and signed an agreement for 2024-2027, which

provides for a significant increase in wages and improvements in the workplace for more than 250,000 seafarers working on more than 10,000 vessels.

The seafarers covered by the agreement will receive a 6% salary increase over the next two years

(a 4% increase in salary and compensation from January 1, 2024, and a 2% increase in salary and compensation from January 1, 2025). The salary agreement for 2026-2027 will be negotiated in 2025.

In addition, the agreement includes a reference to ILO Convention No. 190 on violence and harassment to reinforce the joint commitment to ensure a safe working environment free from violence, discrimination, and harassment for all seafarers.



IBF
LOCAL
NEGOTIATIONS

Following the successful negotiation of a framework agreement for 2024-2027, the Marine Transport Workers' Trade Union of Ukraine has been actively engaged in local negotiations on working conditions for Ukrainian seafarers working on ships belonging to the International Maritime Employers' Council.

Thanks to the support of the International Transport Workers'

Federation, the MTWTU delegation was able to make a strong case for the need to allocate additional funds to support Ukrainian seafarers under martial law in Ukraine.

The new agreement updated the list of national holidays,

taking into account the changes made by the Ukrainian government in this regard. In addition, the list of official holidays was expanded by one holiday; compensation payments in cases stipulated by the agreement were increased.

These steps define the parties' obligations to ensure proper working conditions for Ukrainian seafarers and take into account the current realities and challenges they may face in today's global maritime environment.



NEW PERSPECTIVES WITH DANISH SHIPPING



DanishShipping

After several months of thorough negotiations, the Danish Shipping and Marine Transport Workers' Trade Union of Ukraine have signed a collective bargaining agreement covering Ukrainian seafarers working on ships under the Danish International Ship Register (DIS).

Oleg Grygoriuk, MTWTU Chairman,

"Today is a big day for Ukrainian seafarers and MTWTU. Our highly qualified seafarers will have access to a decent level of salaries and compensation, a wide range of Union services, legal support, medical compensation, and educational and social initiatives. Ukrainian seafarers will be well represented even in times of heaviest challenge."

Anne Windfeldt Trolle, Director of Labour Market, Recruitment, and Education at Danish Shipping,

"I am very pleased that today we have been able to sign an agreement with our Ukrainian partners, bringing stability to the conditions of Ukrainian seafarers on DIS ships. I am very proud that we have managed to keep so many Ukrainian seafarers employed during a very difficult time for Ukraine."



Hundreds of Ukrainian seafarers work on DIS-ships and now have access to the privileges and opportunities offered by the Marine Transport Workers' Trade Union of Ukraine to its members.

COLLECTIVE
BARGAINING
AND BILATERAL
RELATIONSHIPS

The MTWTU held annual negotiations with Wilson, where the parties reached an agreement to increase wages and improve conditions for Ukrainian seafarers working on the company's vessels. Thus, starting from January 1, 2024, the base wage rate increased by 4% for all positions, and along with this, compensation in the event of a seafarer's death and disability was increased. At the same time, one more public holiday was added to the list of official holidays.

Last year, the company carried out a large-scale fleet renovation and is currently in

acquisition of new vessels. The Ukrainian market remains one of Wilson's key seafarers, and its Odesa office operates a pool of more than 300 seafarers: officers, ratings, and cadets. In addition, the company is gradually increasing the number of Ukrainians on board, as well as the number of places for cadets on its vessels, which demonstrates its fair social position and commitment to Ukrainian professionals.



NORWEGIAN COMPANIES IMPROVE WORKING CONDITIONS FOR UKRAINIAN SEAFARERS



For 18 years now, the Marine Transport Workers' Trade Union of Ukraine has been participating in the negotiation process with the Norwegian Union of Marine Engineers (NUME), and the Norwegian Maritime Officers' Association (NMOA), as well as representatives of the Norwegian Shipowners' Association (NSA).

The joint work yields positive results every year. Thus, the MTWTU held traditional negotiations with the NSA, which provided for the conclusion of a collective bargaining agreement for a two-year period - in this case, for 2023-2024.

Thus, an agreement was reached:

- to increase the wages of Ukrainian seafarers by 3% (1.5% annually) for the 2023-2024 period,
- to increase the amount of compensation in case of a seafarer's death during work to USD 100 thousand,
- as well as to increase the amount of compensation for

disability from 150 to 160 thousand USD for officers and from 110 to 115 thousand USD for ratings.

The Association's representatives are closely monitoring the situation in Ukraine, as well as the MTWTU's work for the benefit of seafarers in the current difficult conditions. Recognizing the significant contribution made by the MTWTU, the Association decided to increase the amount of social contributions, including medical contributions, for Ukrainian seafarers.



SCOCEEN COMMITTEE NEW ARRANGEMENTS



On 31 May, the SCOCEEN Committee, which brings together Norwegian trade unions and Unions of labour-supplying countries of Eastern and Central Europe, took place in Oslo, Norway.

The countries reported negotiations with the Norwegian Shipowners' Association (NSA) for the coming period, and the participants also considered the prospects for the

Norwegian shipping market and the maritime industry as a whole.

One of the key items on the agenda was the decision on a more democratic and transparent election of the Chair of Committee: from the next year

representatives of each country will chair the Committee in alphabetical order. MTWTU has represented the interests of Ukrainian seafarers, working on the ships of Norwegian shipowners, which are NSA members, in the Committee since 2002.

And today, despite the current situation in our country, Ukrainian seafarers continue to hold leading positions among Central and Eastern European countries on the ships of Norwegian companies.



SUMMARY REPORT OF ACTIVITIES 2023



FINANCIAL ASSISTANCE

Financial assistance to Trade Union members in 2023 was a substantial contribution to the social support of seafarers and their families in times of need. This initiative, which was made possible with the assistance of our partners, is notable not only for the amount of funds allocated but also for the variety of areas in which these financial resources were directed, providing the MTWTU members with the necessary assistance and protection in various aspects of their lives and professional activities.

Financial assistance has proven to be an integral part of the strategy to support the MTWTU members in difficult conditions - those who are forced to stay abroad and those who remain in Ukraine without the opportunity to work on ships. It covers a wide range of needs, from social security and medical aspects to financial assistance in crisis situations.

FINANCIAL SUPPORT FROM THE TRADE UNION

Over the past year, the MTWTU, together with the Welfare Fund of Maritime Transport "MORTRANS", received and processed more than 2,800 applications for financial assistance from MTWTU members and their families for various needs:

- severe financial difficulties due to the war (including destroyed or damaged property as a result of military aggression);
- compensation for treatment and medical needs (including outside Ukraine);
- birth of a child;
- other cases requiring significant funds.

MORE THAN

2,800



FROM MTWTU
MEMBERS AND
THEIR FAMILIES
IN 2023

APPLICATIONS FOR FINANCIAL ASSISTANCE

FINANCIAL ASSISTANCE



SUPPORTING SEAFARERS' FAMILIES AFFECTED BY THE ATTACK ON THE KAKHOVKA HYDROELECTRIC POWER PLANT

Another terrorist act by the aggressor shocked the entire civilized world: on June 6, 2023, at 02:50, Russia carried out an internal explosion of the structures of the Kakhovka hydroelectric power plant.

As a result of the large-scale disaster, about 80 settlements in the Kherson region were flooded, and about 16,000 people on the right bank found themselves in the critical zone. Despite this terrible tragedy, Russia did not stop shelling the region, preventing the evacuation of civilians

and demonstrating its inhumanity.

Most of the destroyed houses, carried away by the water, along with all property, are beyond repair.

The MTWTU, together with the WF "MORTRANS", provided financial assistance to the affected families of seafarers who are members of the Trade Union.



SUMMARY REPORT OF ACTIVITIES 2023



EDUCATIONAL PROJECTS

Ukrainian seafarers hold a significant share in the global shipping industry, which has been experiencing a shortage of professional staff for years. That is why maintaining educational programs and active cooperation to improve the professional level of future and current seafarers and coastal infrastructure workers are key aspects of the MTWTU's development strategy. In today's rapidly changing world, where technology and innovation are a necessity, and maritime transport is a strategically important industry, providing relevant and high-standard education is an integral part of the Trade Union's mission.

The value of educational programs is not only in providing maritime transport workers with the necessary expertise but also in adapting to modern industry requirements and standards. Such education not only expands the professional skills of employees but also contributes to improving the efficiency of the production process and the safety of maritime transport.

The MTWTU's cooperation with educational institutions and other partners emphasizes the role of joining forces to achieve common goals. This allows not only to introduce advanced methods and technologies into the educational process but also to actively influence the formation of the future generation of maritime transport employees.

PARTNERSHIP IN ACTION: MTWTU & 3F IMPLEMENT NEW PROJECT



The Marine Transport Workers' Trade Union of Ukraine and the Danish 3F Trade Union are implementing the second joint project. It is scheduled for 2023-2024, and this time, the focus is on the MTWTU members who work in the shore-based organizations of the Ukrainian maritime industry.

The Danish Trade Union 3F is the largest and strongest trade union in Denmark, with more than 250 thousand members. 3F's main goal is to help organizations develop and protect the rights of trade union members in democratic ways.

The joint program of activities is set to raise participants' awareness during the martial law in our country, as well as to improve the level of information.

The project participants have already been invited to meetings with top and highly qualified speakers on various topics, leaders of Ukrainian trade unions, and a Youth Forum.



EVENTS



PARTICIPANTS

2023 ODESSA, IZMAIL



EFFECTIVE COOPERATION WITH INTERNATIONAL LABOUR ORGANIZATION



Starting in January 2024, a new regional office of the International Labour Organization (ILO) will start operating in Kyiv to increase technical assistance to Ukraine. In addition, the ILO Secretary-General is expected to visit Ukraine in 2024.

The cooperation between the Marine Transport Workers' Union of Ukraine and the International Labour Organization is strategically important for the protection of seafarers' rights around the world. And it has been lasting for a long time in various directions. This includes the issue of Ukraine's ratification of conventions,

including the Maritime Labour Convention, 2006, which is vital for seafarers, the implementation of joint projects, such as the project on HIV prevention in the workplace and combating HIV-related stigma and discrimination, as well as stress management in the workplace, and others. The Trade Union includes sessions dedicated to these important issues in the program of its meetings and seminars all

year round. In 2023, about 300 people received counseling on the prevention of infectious diseases, and everyone had the opportunity to undergo anonymous testing.

Meanwhile, in 2023, a roundtable discussion on the topic "Occupational Safety and Health of Maritime Transport Workers in Ukraine: Preventing the Spread of HIV, Mobbing, and Discrimination" was held in Odesa with the support of the MTWTU and as part of a joint project of the Coordinating Centre of Seafarers' Assistance and the International Labour Organization.

Following the event, participants of the round table adopted a resolution recommending measures to expedite Ukraine's ratification of ILO Convention No. 190. They also suggested including provisions on combating HIV spread and preventing discrimination among workers to the Industry Agreement for Maritime Transport and local collective agreements.



EXCHANGE OF EXPERIENCE IN TRAINING OF TRADE UNION WORKERS

"Teaching people to Self-Study" - this was the slogan of the regional conference "Technologies for Training Trade Union Staff and Assets in Crisis Conditions. Experience of cooperation between national trade union centers of Moldova and Ukraine", which took place in September 2023 in Chisinau.

The event was organized by the National Confederation of Trade Unions of Moldova (CNSM) with the support of the International Labour Organization (ILO). Representatives of the MTWTU shared their experience in training trade union personnel in the maritime industry. They presented how

the training process was organized at the MTWTU before the war and in the current circumstances.

The practical part of the Conference was particularly informative and useful. Using various group work methods, the participants considered the process of transforming political and strategic decisions into trade union educational programs.



MARITIME ENGLISH WITH TRADE UNION: NEW HORIZONS FOR SEAFARERS' CAREERS



English is a critical skill for Ukrainian seafarers. It not only ensures effective communication at sea but also opens up new opportunities for professional growth.

English is becoming the key to a successful career and smooth navigation in the global maritime community.

Since May 2018, the Marine Transport Workers' Trade Union of Ukraine, together with the All Japan Seamen's Union (JSU), has been implementing an educational project aimed at improving the level of English

language proficiency for MTWTU seafarers.

All seminars are held in a convenient form - both at the Maritime Union Center and online - using modern approaches to language learning and highly qualified instructors.

This approach enables seafarers to improve their English, regardless of location, from any part of the world.



ONLINE



OFFLINE

2023



KSMA CADETS RECEIVE EDUCATION IN LITHUANIA WITH MTWTU SUPPORT



The Marine Transport Workers' Trade Union of Ukraine together with the ITF Seafarers' Trust are implementing the second joint project: 10 sponsored places at the Lithuanian Maritime Academy are provided for first-year students of the Kherson State Maritime Academy in 2023-2024 academic year. The project covers the tuition fee for the first year at both universities, as well as accommodation at the Academy's campus in Klaipeda. Previously, 50 cadets of KSMA have successfully completed their studies at both universities.

The KSMA cadets, who are simultaneously studying at the Lithuanian Maritime

Academy in Klaipeda, have successfully completed a semester at both educational institutions. During the New Year's holidays, on the initiative of the Chairman of the Lithuanian Seafarers' Union Aleksandras Kaupas, the students visited the village of Nida - it is famous for its sand dunes on the Baltic Sea coast, which are considered to be the highest in Europe.

Oleg Grygoriuk, MTWTU Chairman,

"Our joint project is one more step towards the development of maritime education and support of young talented cadets. It is a great opportunity for their personal and professional development, and we look forward to seeing their future accomplishments. Ukrainian cadets will receive a high-quality European education and stay safe, which is the most important aspect for us as the Trade Union. It is not just about maritime education for us; we believe in the social standards of life that we defend in our country."



VIRTUAL REALITY SIMULATOR FOR TRAINING



The Maritime Union Center, with the support of the Marine Transport Workers' Trade Union of Ukraine, holds a VR training for cadets of Kherson State Maritime Academy and the Danube Institute of the National University "Odesa Maritime Academy" to get students acquainted with the ship and its equipment.

The virtual reality software allows cadets to practice complex operations such as

launching a lifeboat and raft, starting an emergency diesel generator, crane operations, and many others in a safe virtual environment. The key importance of such a training simulator is that it provides cadets with practical experience and confidence in working with modern facilities, which



increases their readiness for real-life maritime conditions.

The skills and experience gained on the virtual simulator will not only ensure safety at sea, but also increase the efficiency and professionalism of the cadets. Such training sessions are an integral part of the modern educational process and ensure that future seafarers are well prepared for the challenges of the maritime profession.



TOGETHER TO SUCCESS: WORKING WITH FUTURE SEAFARERS

Young maritime workers need the support of the Trade Union to develop and grow professionally, to know their rights, and to be able to defend them. Our joint work with them is a guarantee of their success.

Thus, the Marine Transport Workers' Trade Union of Ukraine accompanies future seafarers from the first days of their training and further throughout their professional growth. The MTWTU strives to educate a generation of

seafarers who are proudly responsible for maritime safety, protect Ukraine's maritime interests, and contribute to the development of the industry.

At the beginning of the new academic year, the MTWTU met with freshmen from maritime educational institutions



and congratulated them on their initiation into cadets and students.

Every week, the MTWTU holds meetings at the Maritime Union Center that are changing the future. The MTWTU holds talks with cadets of the National University "Odesa Maritime Academy" and the Danube Institute of the National University "OMA" — these are not just meetings, but an opportunity to learn about the benefits of membership in the MTWTU, get advice on further professional growth and understand the importance of defending and protecting labour rights.

The cadets actively share their views on their future professional activities with the Trade Union and expressed their expectations from membership in the MTWTU.

WORK WITH CADETS OF MARITIME EDUCATIONAL INSTITUTIONS 2023



CADETS



PEOPLE



PEOPLE



PEOPLE

MTWTU YOUTH COUNCIL MOVES AHEAD



The MTWTU Youth movement is now over 20 years old. The MTWTU Youth Council is about determination, progressiveness, and action, improving youth policy in the maritime industry, modernizing the trade union movement, supporting trade union youth initiatives, and cooperating with partners.

A series of motivational webinars at MTWTU Summer Leadership Camp, conducted by the MTWTU Youth Council in cooperation with Garry McDaniel, PhD, Academic Director of the MBA program at WSB University in Wroclaw (Poland), who holds a doctorate in human resource management from the

Texas State University (USA) and worked as a university lecturer, Head of Global Leadership and Human Resources Planning in an international company, author of numerous books on management, cooperation and leadership, this year became a real stimulus for the development of leadership potential and the discovery of personal purpose for our trade union youth - fifty participants from all over Ukraine and abroad. MTWTU Summer Leadership Camp was an interactive event

where young people gained leadership skills, learned to cooperate and solve complex problems. An important factor was not only to learn something new but also to share achievements with others. MTWTU Summer Leadership Camp has created strong friendships and partnerships.

The MTWTU Youth Council is constantly exploring new ideas. It has already been implemented the "Coffee with Maritime Ambassador" event, where in a warm atmosphere, Mr. Grygoriuk met with cadets of maritime educational institutions to drink

delicious coffee with cookies and have a long conversation. The Ambassador shared interesting facts and professional advice from his personal maritime experience, while the cadets discovered new perspectives and enjoyed a friendly conversation. In addition, the MTWTU Youth Council, in cooperation with Captain



Yevgen Bogachenko, held an online meeting "Seafarer's Career Through Captain's Eyes". Yevgeniy Bogachenko, a captain and project manager of the Key4Mate and Be MPC projects, shared with the participants the opportunities and prospects of a seafarer's career, spoke about his own experience and answered all questions.

At the end of 2023, the first-year cadets of the Educational and Research Institute of Maritime Law and Management of the NU "OMA" expressed their initiative to attend court proceedings. The MTWTU Youth Council, with the support of MTWTU, with the consent of the judiciary, familiarized young people with the practical side of court and the MTWTU's human rights work in the Odesa Court of Appeal. Despite the different locations of the Youth Council members, they always show a desire to move forward and create a strong, sustainable community.



Valeriy Nedialkov, MTWTU member, Youth Council,
"Our team is rather powerful. I am actively involved in the life of the Youth Council while I am on the voyage. Together we are stronger and more resilient."



SUMMARY REPORT OF ACTIVITIES 2023



SOCIAL PROJECTS

Under the conditions of martial law, the implementation of social and charitable projects for the Trade Union members becomes an important component of the mission to ensure the welfare and safety of employees and their families. Particularly vital is the role of our partners, who can become key allies in addressing social issues and providing support to those going through difficult times.

Social and charitable projects aimed at supporting people play a critical role in providing not only the necessary assistance but also psychological support to the Trade Union members who may be affected by military activities.

The importance of cooperation with partners is especially emphasized when society needs joint efforts to overcome difficulties. By joining social projects, the Trade Unions underline the essence of working together to provide help and support to those who need it most in difficult times. Such cooperation demonstrates the true power of solidarity and humanitarian values in crucial ways.

STRONG WOMEN CONQUERING THE SEAS

On International Women's Day, the Marine Transport Workers' Trade Union of Ukraine traditionally organized an event for women who have dedicated their lives to the sea.

Every year, despite the external circumstances, the MTWTU tries to give women a festive mood and a smile for the whole day.

In addition, the MTWTU organized a seminar for women working at sea and seafarers' wives. A leading psychologist shared advice on how to adapt

to changes and preserve inner resources.

Yulia Makoid, a leading psychologist and consultant at Staff Center Global on positive psychotherapy and logotherapy, shared her advice on how to adapt to changes and preserve inner resources. The participants discussed the most important things: how to learn to say "no", set life priorities, maintain resilience, and achieve goals.

**Kateryna,
wife of the engineer,**
"New times require new knowledge. A seminar with a psychologist is something every woman needs. As they say, you have hit the nail on the head with this topic - as sometimes it is very difficult to remain calm as a mother and wise as a wife."



EASTER IS A HOLIDAY OF HOPE AND FAITH IN VICTORY

In 2023, Ukrainians once again met Easter in a state of war. However, no matter what, Easter remains a bright holiday for everyone, marking the Victory over all evil that exists on earth. For Ukrainians, this day is a symbol of the unbreakable faith that lives in our hearts.

On the eve of the holiday, the MTWTU and the WF "MORTRANS", with the support of the ITF Seafarers' Trust, held an Easter event for seafarers and their families. More than 200 MTWTU members and their families received a basket with Easter cake and goodies.

MORE THAN



MTWTU MEMBERS AND THEIR FAMILIES

RECEIVED
A BASKET WITH
EASTER CAKE

AND GOODIES

HOLIDAY
OF HOPE



**Andrii, Chief Officer
from Bries,**

"I feel safe for my wife and daughter when I am on a voyage, as well as when I am on shore because the MTWTU does everything for us. Even today, there is a war in the country, and the MTWTU is still with us. And the Easter gifts are incredible. Thank you for your reliability, for your attention, and just for being with us."



DAY OF THE SEAFARER 2023



The seafarer's profession is, without a doubt, one of the most legendary occupations in the world. On June 25, on the International Day of the Seafarer, we congratulate all those who are more accustomed to the sea than the shore.

This holiday is commemorated every year to recognize the important contribution seafarers make to international trade and the economy.

Ukrainian seafarers, who make up 8% of the global shipping workforce, should especially be emphasized. Now tens of thousands of seafarers are deprived of the opportunity to cross the border during the war and cannot work. Other seafarers are unable to return home to their

families for fear of being unemployed in Ukraine. But since the first days of the full-scale invasion, we have been working constantly to ensure that seafarers are able to travel outside the country to work on ships. We also continue to support the families of those seafarers who have lost their jobs: this includes moral and financial assistance, charity events, and legal advice.

2023 was no exception: about 700 seafarers across Ukraine received congratulations and gifts from the Trade Union on their professional holiday.



CULTURE OF CARING TRADE UNION CONGRATULATES SEAFARERS ON ST. NICHOLAS DAY

Among the symbols of the New Year holidays, St. Nicholas holds a special significance - a kind magician for children and the patron saint of all seafarers. Following the traditions, the Marine Transport Workers' Trade Union of Ukraine managed to present 250 holiday sets to the seafarers-members of the MTWTU.

The MTWTU is taking all possible measures to express its support and guarantee the protection of seafarers' rights.

MTWTU PRESENTED



SETS

TO THE
SEAFARERS-
MEMBERS OF
THE MTWTU

CULTURE
OF CARING



FESTIVE EMOTIONS
FOR SEAFARERS'
CHILDREN

The Marine Transport Workers' Trade Union of Ukraine has always strived to make the lives of MTWTU member seafarers' families bright and joyful. Even in the most difficult times of hardship, the Union has always placed a special focus on the festive mood for seafarers' children. The MTWTU believes that children are not only our future but also our most valuable treasure. Therefore, the Union works hard to ensure that the little representatives of the seafarers' families feel warmth and joy in every festive moment. For us, children's laughter is the

best gift that brings light to our hearts and charges us with positive energy for further work efforts. The MTWTU and the WF "MORTRANS" gave bright emotions to the children of seafarers-members of the Trade Union on International Children's Day, Knowledge Day, St. Nicholas Day, and New Year.

FESTIVE
EMOTIONS

100



INTERNATIONAL
CHILDREN'S DAY

PEOPLE

100



KNOWLEDGE
DAY

PEOPLE

200



ST-NICHOLAS
DAY

PEOPLE

NEW YEAR'S DAY

600



EVENT
IN ODESA

PEOPLE

250



GIFTS TO THE
REGIONS OF
UKRAINE

PEOPLE



SUMMARY REPORT OF ACTIVITIES 2023



OUTREACH ACTIVITIES

Informational and media work becomes crucial in wartime, serving as a key tool for addressing issues and highlighting essential aspects of the Trade Union's activities. Under these challenging circumstances, ensuring access to credible and current information plays a critical role in maintaining connections with union members and shaping public opinion on both national and international levels.

During the war, the emphasis is placed not only on conveying information but also on establishing effective two-way communication with the public. The Trade Union's media efforts contribute to transparency and openness in its operations.

All these factors underscore the need for efficient and strategic informational work by the Trade Union amid martial law, aiming to maximize impact and support from the international maritime community.

INFORMATIONAL MEETINGS WITH SEAFARERS

Conducting informational meetings with seafarers is a crucial element of the MTWTU's initiatives. The Union provides seafarers with vital information concerning their rights, legislative updates, and insights into its operational nuances. In doing so, the Union establishes a platform for sharing experiences, discussing pressing issues, and collectively finding solutions. Through these sessions, seafarers can adeptly safeguard their interests, while

the Union gains a more nuanced understanding of its members' needs.

In 2023, the MTWTU arranged a series of informational gatherings with seafarers who are also union members. The discussions explored such pressing issues as seafarer certification, procedures

for securing permission to leave the country to join the vessel, and inquiries related to the income tax system.

Responding to the specific requests of union members, the MTWTU organized a sequence of seminars featuring psychologist Yulia Makoid, a consultant at Staff Centre Global specializing in positive psychotherapy and logotherapy. The seminars aimed to assist seafarers in navigating their emotions, particularly in the context of the ongoing conflict.



MTWTU'S VOICE IN THE MEDIA DURING WARTIME

The ongoing war in Ukraine presents a collective challenge that demands a concerted response. At this critical juncture, the Union's role becomes increasingly vital, and its influence should extend not only within Ukraine but also beyond its borders.

Effectively addressing the issues faced by seafarers involves showcasing the MTWTU activities in the mass media. Public visibility serves to inform the public about the challenges encountered by seafarers,

prompting authorities to take essential measures for their protection.

Oleg Grygoriuk, MTWTU Chairman, has been prominently featured in numerous interviews and commentaries in global and Ukrainian media. His focus on the contemporary challenges in the maritime industry and the imperative of safeguarding

seafarers' rights during the war has drawn significant attention.

International media seek the valid insights of the MTWTU's leader, recognizing him as an expert on maritime transport and seafarers' rights. His comments stand as a critical source of information, contributing to a nuanced understanding and effective coverage of the situation in the Ukrainian maritime industry. This, in turn, serves as a significant contribution to securing the rights and interests of seafarers throughout these challenging times.



MTWTU ACTIVITIES: SOCIAL MEDIA AND PRINTED PUBLICATIONS

In an era characterized by rapid information flow and advanced technology, building connections with members of the MTWTU, partners, and colleagues through diverse media platforms is a fundamental aspect of interaction. The Marine Transport Workers' Trade Union of Ukraine actively upholds its online presence, actively participating in social media on platforms such as Facebook, LinkedIn, Instagram, and Telegram. These platforms not only aid in

the dissemination of official information but also foster a community where union members can exchange experiences, discuss current issues, and receive important notifications directly from the MTWTU.

The official MTWTU website serves as a central information hub,

allowing union members to access the latest news, announcements, and essential documents. This resource offers clear and organized information about the union's activities and the rights of seafarers.

The "Seafarer" Newspaper and the "Maritime" Magazine are essential channels for reaching out to seafarers and other stakeholders. These publications provide an opportunity for in-depth exploration of key industry issues, featuring expert opinions and informational resources.



OVER

1,200



TOTAL SOCIAL
MEDIA POSTS

420



INSTAGRAM

POSTS

430



FACEBOOK

POSTS

OVER

43,000



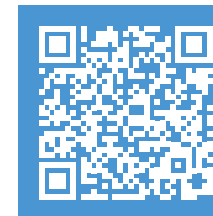
TOTAL
LIKES

510



TELEGRAM

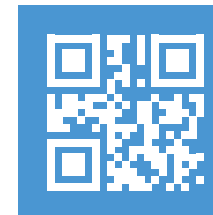
POSTS



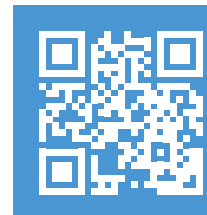
INSTAGRAM



FACEBOOK



TELEGRAM



WEBSITE



"MARITIME"



"SEAFARER"



MTWTU
CONNECTED 24/7

In November 2022, the Marine Transport Workers' Trade Union of Ukraine launched its chatbot, empowering Ukrainian seafarers and their families to address urgent issues and receive real-time responses from anywhere in the world.

Operating round the clock, our chatbot ensures immediate access to information whenever our members need it.

The results of MTWTU chatbot operation are presented in the infographics.

MTWTU
CHATBOT





MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE

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

Office: +380482 42 99 01

Email: office@mtwtu.org.ua

WEB: www.mtwtu.org.ua

Facebook: facebook.com/MTWTU

Instagram: mtwtu_itf_ukraine

Telegram: t.me/MTWTU

Twitter: @MTWTU_ITF