

# SUMMARY REPORT OF ACTIVITIES





2025

SUMMARY REPORT

OF ACTIVITIES

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# SUMMARY

## REPORT 2025

### **Dear colleagues and partners!**

Today, turning another page in our common history, we are summarising the work of the Marine Transport Workers' Trade Union of Ukraine (MTWTU) for 2025. It has been another year of challenges, responsible decisions, and dedicated daily work for those whom the Union serves — our members.

We express our deepest gratitude to Ukrainian seafarers, port workers, maritime transport workers, as well as to the teachers and cadets of maritime educational institutions. To all those who demonstrate unwavering dedication to their profession, resilience, and courage. To those whose efforts ensure that the industry continues to live and develop, even as Ukraine fights every day for freedom, for life, for peace. To those for whom work means long months away from their homeland.

Union members can be assured that wherever they are, the Union will always be there — waiting for them at home.

The history of the MTWTU would be unimaginable without you — our international partners and fraternal unions. Your support, solidarity, and belief in justice have enabled us to remain strong, resilient, and confident in moving forward. Together, we have continued to defend the rights of Ukrainian seafarers worldwide, develop new projects, and create opportunities for future generations of maritime professionals. We sincerely hope that, very soon, we will have the opportunity to meet you again not only on international platforms, but also at home, in Ukraine, in our maritime city of Odesa, where both our Union's flag and the national flag of Ukraine fly at the MTWTU office.

Trade union work is, above all, about people, community, and the strength of unity that sustains us. We are convinced that only by standing side by side can we preserve our industry, strengthen maritime Ukraine, and bring closer the day when all our Union members can return home to a peaceful, free, and strong country.

Together we are stronger!

**Oleg Grygoriuk,**  
Chairman of the Marine Transport  
Workers' Trade Union of Ukraine,  
IMO Goodwill Ambassador in Ukraine (2020-2025),  
Vice President of IFSMA

# MTWWTU IN THE GLOBAL MARITIME COMMUNITY

The full-scale war has marked a new chapter of struggle for us and for all of Ukraine — a struggle for a free future and for the right to have our voices heard about the pain we endure every day. It is a struggle for the safety of our Union members working in ports; for seafarers striving to remain an integral part of the global maritime community; and for young people seeking to pursue and develop their maritime careers freely. For everything that is important and valuable to us, the Union has continued its work at the international level.

We have strengthened partnerships and initiated new collaborations, defended the interests of Ukrainian transport workers, hosted our colleagues from international organisations in Ukraine, and proven that Ukraine's voice continues to be heard on the world stage. We are grateful to all those without whom our journey would be impossible — our fraternal unions and partner organisations.

Together, you have shown the world that we are not alone. Thanks to your support, decisions, and actions, we have endured and continued to move forward, even in moments when our strength seemed exhausted. Today, we stand side by side — steadfast and united — to keep building a stable and prosperous industry and to bring closer the peace that will surely come.

# INTERNATIONAL VISITS AND EVENTS

## IMO SECRETARY-GENERAL MEETS WITH MTWTU YOUTH



For the first time in Ukraine, at the MTWTU's Maritime Union Center, Arsenio Dominguez, Secretary-General of the International Maritime Organization (IMO), with the support of the Ministry for Development of Communities and Territories of Ukraine and the Maritime Administration met with future industry specialists who are MTWTU members.

"...Today, there is a shortage of qualified specialists in this field around the world, which opens up new prospects.

You have a chance to be part of the change in shipping, where we are working on decarbonisation, automatisisation and safety"



## ITF REPRESENTATIVE VISITS UKRAINE



Ruwan Subasinghe, International Transport Workers' Federation (ITF) Legal Director, visited Ukraine for the first time. His visit included a series of important meetings that provided an opportunity to discuss key issues related to workers' rights and demonstrated the ITF's unwavering solidarity with the Ukrainian people. An introductory meeting was held at the MTWTU office, followed by ITF Strike School training for MTWTU members at the Maritime Union Center.

The Chairman of the Union, Oleg Grygoriuk, together with Ruwan Subasinghe, also visited National University "Odesa Maritime Academy", and the Odesa Container Terminal, a subsidiary of HHLA in the Port of Odesa.



"First and foremost, on behalf of the International Transport Workers' Federation, we, of course, offer our full solidarity to the people of Ukraine, to the workers of Ukraine who are facing incredible challenges, and we salute your courage and bravery..."



## INTERNATIONAL SOLIDARITY IN WARTIME: HEAD OF ITF SEAFARERS' TRUST IN UKRAINE



Despite ongoing threats and shelling, Katie Higginbottom, Head of the ITF Seafarers' Trust, visited Ukraine on a working mission — an important sign of international support and solidarity with the MTWTU member community. Her visit included: a networking meeting with Ukrainian seafarers in Chisinau, an open discussion with students united by the MTWTU at the Maritime Union Center in Odesa, a visit to the Izmil International Seamen's Club, a meeting with representatives of local trade union organisations in the Danube region and the management of the Port of Izmil, and discussions with youth from the Danube Institute of the National University "Odesa Maritime Academy".

"I am genuinely impressed by the amount of effort MTWTU puts into staying connected not only with cadets but also with its members. It was very nice to be in Chisinau and see so many people coming together and experiencing that personal contact," noted Katie Higginbottom.



# POWERFUL REPRESENTATION OF UKRAINE



Oleg Grygoriuk was elected Chairman of the Seafarers' Committee of Central, Eastern Europe and Norway (SCOCEEN).

Since 2002, within the framework of SCOCEEN, the Union has been representing the interests of Ukrainian seafarers, who, despite the full-scale war in Ukraine, remain among the leading workers on the ships of Norwegian shipowners belonging to the NSA.

Therefore, this decision is a great honour, and we are confident that our unity will continue to strengthen the position of Ukrainian seafarers and create a dignified maritime future.

# GLOBAL MARITIME COMMUNITY



# INTERNATIONAL SOLIDARITY AND PARTNERSHIP

## TRUSTED PARTNERSHIP: SWEDISH COLLEAGUES SUPPORT MTWTU SINCE FIRST DAYS OF WAR



The MTWTU Chairman Oleg Grygoriuk represented the Marine Transport Workers' Trade Union of Ukraine at the Congress of the Swedish trade union SEKO.

During the event, a resolution in support of Ukraine was adopted, which demonstrates SEKO's solidarity with the Ukrainian nation and commitment to the ideals of peace and justice.

Oleg Grygoriuk addressed the Congress participants, and more than 200 delegates gave him a standing ovation, "Resistance to aggression and protection of democracy are key factors to the survival of the modern world. Unity is the key element of sustainability in any sort of crisis you experience."

So trust, rely and believe in your members. Support them and assist them, and they will respond with positive feedback".



## UKRAINE'S POSITION IN THE ILO: DECENT WAGES FOR SEAFARERS



Oleg Grygoriuk, Chairman of the Marine Transport Workers' Trade Union of Ukraine, who defends the rights of Ukrainian seafarers, took part in a meeting of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission.

Issues related to raising the minimum basic wage established by the International Labour Organization (ILO) for qualified able seaman were discussed.

The Joint Maritime Commission is the only ongoing bilateral body of the ILO that includes representatives of shipowners and seafarers from around the world.



“Ukrainian seafarers play a key role in ensuring global trade even in wartime. We insist on fair wages that demonstrate the real value of their contribution to the global economy,” said Oleg Grygoriuk, MTWTU Chairman.

GLOBAL  
MARITIME  
COMMUNITY

## MTWTU JOINS DISCUSSION ON AMENDMENTS TO MLC, 2006 IN GENEVA

The fifth meeting of the Special Tripartite Committee established under the Maritime Labour Convention, 2006 (MLC, 2006) was held at the headquarters of the ILO in Geneva. The MTWTU representatives took part in the committee meeting as part of the ITF delegation.

The parties discussed 16 proposed amendments to the MLC, 2006, which relate to requirements for seafarers' work and rest hours, the maximum duration of crew members' employment contracts, as well as provisions concerning the organisation of seafarers' repatriation — particularly in the case of a pandemic — procedures for shore leave in foreign ports, and other updates.

Given that the overwhelming majority of Ukrainian seafarers work on foreign-flagged ships, the provisions of this Convention are already effectively applied to protect their rights and legitimate interests, even though, unfortunately, Ukraine has yet to ratify it.



## IMPORTANT SOLUTIONS FOR UKRAINIAN TRANSPORT WORKERS

Important meetings were held in Barcelona as part of the activities of the International Transport Workers' Federation (ITF) — the meeting of the ITF Seafarers' Section Committee and the meeting of the ITF Fair Practices Committee Steering Group. The interests of Ukrainian seafarers in the Committee are represented by the Marine Transport Workers' Trade Union of Ukraine, headed by its Chairman Oleg Grygoriuk.

During the meetings, significant attention was paid to the implementation of the Vision of the 46th ITF Congress, which took place in October 2024 in Marrakech. In particular, the Seafarers' Section Conference identified priorities for 2025-2029 and adopted a number of resolutions, including the Motion in Support of Transport Workers in Ukraine, initiated and presented by the MTWTU, and the Motion "Advancing the Future of Work for Young Maritime Workers", submitted by the German trade union ver.di and supported by the MTWTU.



The delegates unanimously called for continued comprehensive support for Ukrainian transport workers — seafarers, port workers and all those who risk their lives every day to fulfil their duties. “The world needs to know that Ukrainian transport workers are the people who hold not only our country’s economy but also part of global stability on their shoulders. They work under fire and in conditions of constant danger, yet maintain their dignity and professionalism. And it’s our duty to provide them with maximum protection and international solidarity,” said Oleg Grygoriuk, MTWTU Chairman.

# GLOBAL MARITIME COMMUNITY



## ITF MARITIME ROUNDTABLE 2025: UKRAINIAN EXPERIENCE IN GLOBAL UNION DIALOGUE



The MTWTU delegation, led by Chairman Oleg Grygoriuk, took part in the ITF Maritime Roundtable in Limassol, which brought together over 100 representatives of seafarers' and dockers' trade unions from different regions of the world. The event became a platform for discussing key challenges facing the maritime industry, from occupational safety and sustainable transport to the role of women and young people, mental health and the development of negotiation strategies.

During the session devoted to workplace safety, MTWTU representatives shared Ukraine's experience of working in the industry under martial law. The discussion focused on the specifics of port operations in the extended risk zones, the need to strengthen security measures, and the development of robust mechanisms to protect workers operating in an environment of constant threat. Ukraine's position attracted considerable interest from the international community and laid the foundation for further professional exchange.





Special attention was paid to negotiations as a tool for long-term partnership. Oleg Grygoriuk facilitated the session on negotiations, emphasising the need to conclude bilateral agreements, expand international cooperation and consolidate resources to protect seafarers' rights.

The speech emphasised that for countries supplying maritime workers, effective negotiations require a clear communication of workers' real needs and systematic interaction with employers and trade unions in other countries.

The MTWTU's participation in the ITF Maritime Roundtable 2025 confirmed the active role of the Ukrainian trade union in shaping the international agenda and strengthening global solidarity for safe and decent working conditions for seafarers.

# COMMUNITY GLOBAL MARITIME



## CRUISE SEMINAR 2025: PROFESSIONAL SUPPORT FOR UKRAINIAN SEAFARERS IN THE PASSENGER FLEET



In 2025, a Cruise Seminar for Ukrainian passenger fleet workers was held in Bulgaria — an international educational platform under the auspices of the ITF, organised jointly with the NSU (Norway), ver.di (Germany), FIT-CISL (Italy) and MTWTU. The event continued a tradition that began in 2018, when the first seminar for cruise industry workers in Eastern Europe was held in Ukraine.

The participants were Ukrainian seafarers who work or plan to work on cruise ships. The programme covered issues such as working conditions on board, changes in international maritime law, career development, and the role of unions in ensuring safety and protecting workers' rights. Special attention was paid to combating bullying and harassment on board, creating a psychologically safe working environment, and mechanisms for responding to discrimination.

During the seminar, the MTWTU presented the key areas of its activities in wartime, ranging from legal support and consultations to the implementation of social and educational projects in cooperation with international partners. Particular emphasis was given to supporting the mental health of seafarers and their families, as well as legal instruments for the protection of labour rights.



## MTWTU LAW HUB REPRESENTED MTWTU AT WORKSHOP ON MLC, 2006



The intensive course was held at the International Training Centre of the International Labour Organization (ITC/ILCO) with the support and assistance of the ITF Seafarers' Trust.

The implementation of the Convention, practical cases of its application, and compliance with seafarers' rights were among the key issues discussed by representatives of ITF-affiliated unions from around the world.

Special attention was paid to the importance of providing information to seafarers before they go on a voyage (including the importance of ensuring the right to check the contract before signing it for compliance with national and international standards, the applicable Collective Bargaining Agreement, shipowner and the ship on which the seafarer is to be employed, etc.) — in order to prevent possible violations of labour rights.



## ITF WORLDWIDE INSPECTORS SEMINAR



After the Maritime Roundtable, the ITF Worldwide Inspectors Seminar was held, dedicated to improving the effectiveness of their work and discussing new strategies for protecting seafarers' rights. This meeting proved to be extremely important, as many new young inspectors have joined the network over the past five years, and more experienced professionals had the opportunity to share their own experiences and discuss proven methods and approaches to ensuring the safety and well-being of seafarers. The participants worked in groups to develop practical plans, set priorities and work out new tools for local advocacy.

Nataliya Yefrimenko separately highlighted the inspectors' interest in mental health and their psychological and emotional state.

# GLOBAL MARITIME COMMUNITY



## MTWTU EXCHANGE OF EXPERIENCE WITH MASKINMESTRENES FORENING



The MTWTU delegation, led by Chairman Oleg Grygoriuk, visited the Maskinmestrenes Forening. During the meeting, the parties discussed the activities of their organisations and exchanged experiences in the field of labour representation, protection of workers' rights and social welfare. The MTWTU representatives shared their experiences of working as a Ukrainian union in wartime and talked about international projects and programmes implemented to support seafarers and cadets.

The parties agreed to maintain further dialogue and cooperation, to regularly exchange experience and information, thereby contributing to the strengthening of international solidarity between technical workers in the maritime sector in Denmark and Ukraine.

## INTERNATIONAL COOPERATION FOR A SUSTAINABLE ECONOMY

The MTWTU joined the seminar "Unions and a Just Transition: Creating a Future for Workers", organised with the support of the International Labour Organization (ILO). The main goal of the event was to develop trade union strategies and policies that will help the maritime industry adapt to new conditions, while maintaining decent working conditions and developing green workplaces.



Union leaders from Ukraine, Georgia, Moldova, Kazakhstan and Armenia discussed the maritime sector in Ukraine and the Black Sea region, the results of the 29th session of the Conference of the Parties (COP29) to the UN Framework Convention on Climate Change, and focused on defining social dialogue platforms where unions can promote the foundations for a just transition.

The MTWTU Chairman, Oleg Grygoriuk, talked about the main initiatives to create an environmentally sustainable economy as part of the presentation of maritime sector unions.

## FUTURE INITIATIVES OF ITF-ETF SOLIDARITY FUND



The MTWTU Chairman, Oleg Grygoriuk, is a member of the Executive Board of the International Transport Workers' Federation. He was elected to the Executive Board during the 46th ITF Congress.

He continues to actively represent the interests of Ukrainian transport workers at the international level, in particular during meetings of the ITF Executive Board held in London (10–11 April 2025) and Rio de Janeiro (16–17 October 2025).

At the most recent meeting, the plan for the further activities of the ITF-ETF Solidarity Fund was presented.

Since the ITF-ETF Solidarity Fund was established in 2022, during a full-scale war, thousands of families of Ukrainian seafarers, railway workers, and other transport workers have received support in the most difficult moments thanks to the help of reliable partners. Under the leadership of Oleg Grygoriuk, the Chairman of the Fund's Advisory Board, the organization continues to implement numerous initiatives.



## GLOBAL MARITIME CHALLENGES AND SECURITY ISSUES AT IFSMA ASSEMBLY



The Biennial General Assembly of the International Federation of Shipmasters' Associations (IFSMA) took place in the Faroe Islands, bringing together representatives of the global maritime community to discuss key challenges facing the industry.

The agenda focused on safety at sea, working conditions, maritime education, as well as growing security risks and geopolitical challenges impacting global shipping.

During the discussions, MTWTU Chairman Oleg Grygoriuk raised the situation in Ukraine, outlining the challenges faced by Ukrainian seafarers in the context of the war. He emphasised that Ukrainian maritime workers continue to operate under constant risk, ensuring the stability of global supply chains despite ongoing attacks on port infrastructure and threats to navigation. Special attention was paid to the threats related to the activities of Russia's "shadow fleet", which undermines maritime safety and international standards.



GLOBAL  
MARITIME COMMUNITY

## UKRAINIAN MARITIME EVENT IN SINGAPORE



For the third time, the MTWTU, together with the Embassy of Ukraine in Singapore, Singapore Maritime Officers' Union (SMOU) and Singapore Organisation of Seamen (SOS), as well as the International Maritime Employers Council (IMEC) and ASP company, organised the Ukrainian Maritime Event in Singapore. The event brought together representatives of trade unions, shipping companies and charitable organisations, diplomats and the Maritime and Port Authority Of Singapore.



The meeting was dedicated to Ukrainian seafarers' role in the global maritime industry during wartime and aimed to show that Ukrainian specialists remain an essential part of global shipping, demonstrating professionalism, determination and resilience even in the most difficult circumstances. Participants emphasised Ukraine's seafarers' exceptional contribution to ensuring the continuity of global maritime transport, as well as the importance of further cooperation between trade unions, shipowners and educational institutions.

## SEAFARERS' BULLETIN: ITF STANDARDS AND MLC, 2006



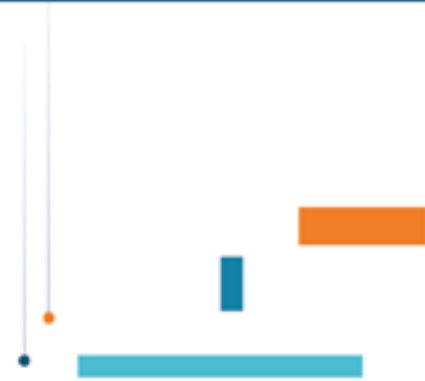
Wallem Group in Bucharest brought together officers, onshore staff and international partners to discuss safety, responsibility and sustainable development in the maritime industry.

Among the event speakers was ITF Inspector in Ukraine Nataliya Yefrimenko, who spoke at the seminar's final session "Seafarers' Bulletin: ITF Standards and the Maritime Labour Convention, 2006 (MLC, 2006)".



She provided detailed information on seafarers' key rights, including fair wages, safe living and working conditions, access to medical care, and the ability to confidentially complain about violations of working conditions. Ukrainian seafarers also had the opportunity to talk personally with the ITF Inspector in Ukraine and expressed their gratitude to the Union for holding meetings and consultations abroad, helping them to receive support even far from home.

## MEETING WITH THE REPRESENTATIVES OF X-PRESS FEEDERS



During a meeting with MTWTU Chairman Oleg Grygoriuk, representatives of X-Press Feeders noted the high level of Ukrainian seafarers' skills and their contribution to the global maritime industry. Today, the company's fleet already employs about a hundred Ukrainians, and the employer wants to see even more of our seafarers among its team, especially cadets who are just starting their professional careers.

The parties discussed the state of maritime education in Ukraine, certification issues, social support and the psychological challenges faced by Ukrainian seafarers abroad.

## MEETING OF UNION REPRESENTATIVES FROM LABOUR-SUPPLYING COUNTRIES



The ITF Seafarers' Trust held an online meeting of union representatives from countries supplying maritime personnel for shipping to exchange information on current programmes and initiatives in the maritime sector.

The MTWTU Chairman Oleg Grygoriuk shared the Union's key projects and achievements, including the dental initiative UNION DENT, meetings with Ukrainian seafarers abroad and a project with the Lithuanian Maritime Academy (now - Vlinius Tech LMA) for cadets.

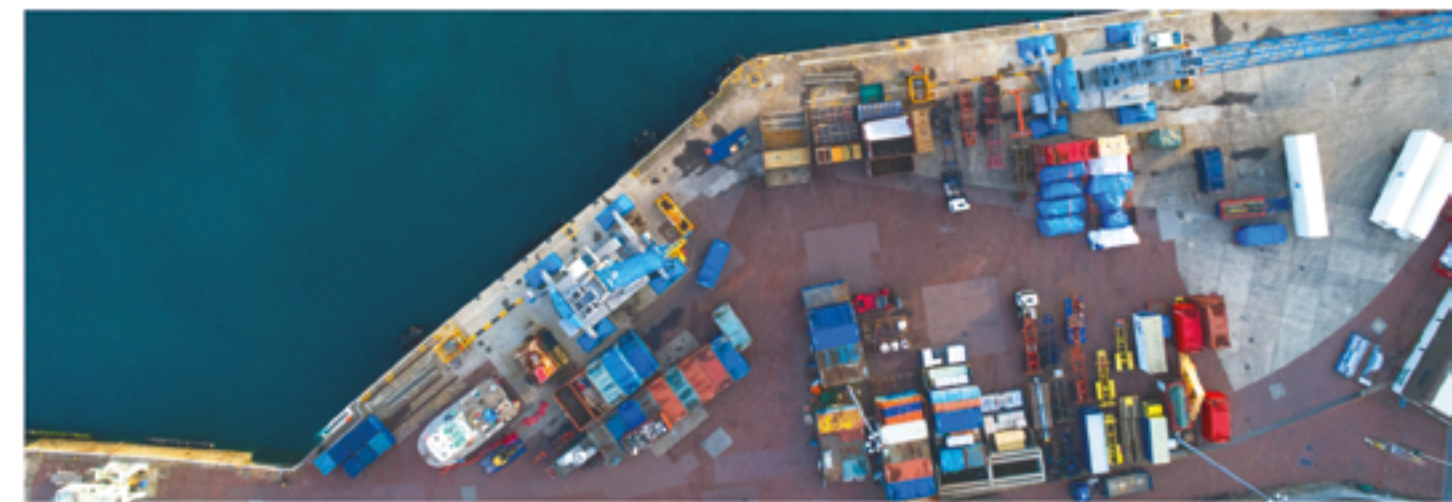


## WORKING MEETING OF REGIONAL PARTNERS OF THE DANISH TRADE UNION 3F



As part of a joint project, the MTWTU shared its experience with other partner trade unions from Denmark, Ukraine, Moldova, Armenia, and Georgia on issues related to protecting the labour rights of union members, conducting social dialogue, and involving youth in the trade union movement.

Oleg Grygoriuk, MTWTU Chairman, emphasised the importance of conducting informational and educational work among youth before they enter the workforce so that future employees are aware of their basic labour rights and understand the Union's role in protecting them, as well as among the employed population in order to increase employee involvement in combating violations of labour law. The Union carries out such work, including within the framework of joint projects with the Danish trade union 3F.



# INTERNATIONAL ADVOCACY FOR



## STRENGTHENING UKRAINIAN SEAFARERS' POSITIONS

International partnership has become the force and foundation helping us stay strong, consolidate our positions and continue our journey towards a safe and dignified future. As Ukraine proves its resilience every day, we are supported by those who believe in shared values, justice and the power of solidarity. For the Union, international cooperation means constant work for the sake of people, for the safety of seafarers, decent working conditions and respect for their profession. We have initiated numerous meetings, concluded new agreements, presented our ideas to international organisations and reached agreements that have a real impact on the lives of Ukrainian seafarers.

Step by step, brick by brick, the MTWTU has built a solid basis for the leadership of our seafarers on the world stage, created conditions under which Ukrainian specialists occupy leading positions in the international maritime community, and demonstrated that solidarity and professionalism can overcome any obstacles.

# MEMORANDA

## UKRAINIAN SEAFARERS OF PORTLINE COMPANY UNDER MTWTU AND FESMAR PROTECTION



The Marine Transport Workers' Trade Union of Ukraine has signed a Memorandum of Cooperation with the Portuguese trade union FESMAR.

The document provides for cooperation within the Portline company and guarantees that all Ukrainian seafarers working for this company under FESMAR agreements will have access to additional social benefits offered by the MTWTU to its members.

INTERNATIONAL  
ADVOCACY  
FOR STRENGTHENING UKRAINIAN  
SEAFARERS'  
POSITIONS



## MTWTU EXPANDS COOPERATION: NEW BENEFITS FOR UKRAINIAN SEAFARERS



As part of the Marrakech Policy adopted at the 46th ITF Congress in 2024, the Marine Transport Workers' Trade Union of Ukraine signed a Memorandum of Understanding with the Turkish trade union DAD-DER.

This cooperation is aimed at improving the labour conditions of Ukrainian seafarers working on ships managed or owned by Turkish companies covered by the ITF/DAD-DER agreements.



INTERNATIONAL  
ADVOCACY  
FOR STRENGTHENING UKRAINIAN  
SEAFARERS' POSITIONS

# MTWTU INITIATIVES



## MTWTU PROPOSALS APPROVED BY IMO LEGAL COMMITTEE

The International Maritime Organization (IMO) Legal Committee approved the proposals by MTWTU and the Embassy of Ukraine in the United Kingdom of Great Britain and Northern Ireland aimed at preventing abandonment of seafarers.

**A document was submitted to the IMO Legal Committee with specific proposals aimed at preventing abandonment, including:**

**To supplement the standard form of the report on the inspection of the ship by the port state control with data on documentary evidence of the shipowner's financial liability in case of abandonment;**

**Conduct a concentrated campaign to inspect ships for the availability of financial security providers for shipowner's liability;**

**To implement the IMO/ILO Guidelines on how to deal with seafarers abandonment cases into the national legislation of Member States.**



## IMO ADOPTS GUIDELINES ON FAIR TREATMENT OF SEAFARERS DETAINED ON SUSPICION OF COMMITTING CRIMES



At the 112th session of the IMO Legal Committee, the Guidelines on fair treatment of seafarers detained on suspicion of committing crimes were adopted. The need to develop such a document was initiated by our Trade Union together with the Ministry of Foreign Affairs of Ukraine and the Embassy of Ukraine in the United Kingdom of Great Britain and Northern Ireland and supported by the International Transport Workers' Federation (ITF).

Over the past six years, the MTWTU, with the support of the Ministry of Foreign Affairs of Ukraine and the ITF, has been preparing all the necessary documents to ensure the adoption of these Guidelines. Representatives of the MTWTU constantly participated in the work of the IMO Legal Committee, correspondence, and working groups on the preparation of the draft Guidelines' text.



## INTERNATIONAL ADVOCACY FOR STRENGTHENING UKRAINIAN SEAFARERS' POSITIONS



## BASIC WAGE INCREASE FOR UKRAINIAN SEAFARERS



Following negotiations at the International Bargaining Forum (IBF) held in Singapore, employers and representatives of maritime unions reached an agreement. Seafarers working on vessels covered by IBF CBA will receive a 5% pay increase over the next two years — a 3.5% rise effective from 1 January 2026 and a further 1.5% increase effective from 1 January 2027. In addition, IBF partners agreed to raise death and disability compensation under the current IBF Framework Agreement, in line with the overall 5% wage increase.

The next step after the global IBF arrangements was local negotiations between the MTWTU and the International Maritime Employers' Council (IMEC). As a result of these negotiations, Ukrainian seafarers will receive not only a basic pay rise in line with the IBF CBA, but also additional improvements in working and living conditions on board ships.

The Union continues to emphasise to employers that the war in Ukraine is still ongoing and all Ukrainian seafarers need special attention and protection. Improved working conditions and rising pay are the minimum that all employees deserve.



## PREPARING FOR NEGOTIATIONS WITH DANISH SHIPPING: SEAFARERS' VOICES HEARD



As part of preparations for collective bargaining with Danish Shipping, Oleg Grygoriuk, Chairman of the MTWTU, held an online consultation meeting with a group of Ukrainian officers working for the leading Danish company Maersk.

The main focus of the discussion was the issue of wage increases for Ukrainian seafarers who have been diligently serving on the company's vessels for many years. The Union carefully listened to the seafarers' concerns, particularly those related to prolonged stays away from their homeland, the additional challenges brought about by wartime conditions, and the growing workload on crews, including as a result of increased administrative requirements.

INTERNATIONAL  
ADVOCACY  
FOR STRENGTHENING UKRAINIAN  
SEAFARERS'  
POSITIONS



## MTWTU CALLS TO RESPECT UKRAINIAN SEAFARERS' RIGHT TO REFUSE WORK IN WARLIKE ZONES

The MTWTU sent an official address to the International Chamber of Shipping (ICS) calling for the protection of Ukrainian seafarers from unreasonable risks in warlike and high-risk areas. The Union's initiative was a response to the tragic incidents in the Red Sea.

Given the growing danger, the MTWTU addressed an official statement to the ICS and its affiliated shipowners' associations, calling on all employers and their associations to follow key principles and avoid transiting through the Red Sea and the Gulf of Aden:

Respect Ukrainian seafarers' right to refuse sailing into declared Warlike Operations or High Risk Areas in accordance with the Maritime Labour Convention (MLC, 2006).

Carefully review vessel trading patterns when assigning crew, ensuring that seafarers are not deployed on ships scheduled to transit routes where military or piracy-related threats are active or escalating.

Refrain from pressuring/threatening seafarers who refuse to undertake dangerous voyages due to safety concerns.

Ensure transparent communication, provide information about risks, and offer appropriate compensation in cases where passage through such areas is unavoidable.



You can read the letter here



# DIALOGUE WITH SHIPOWNERS AND EMPLOYERS

## MTWTU AND DANISH SHIPPING SIGN RECOMMENDATIONS ON REIMBURSEMENT OF SEAFARERS' ID COSTS ABROAD



Following numerous requests and meetings with seafarers, and on the initiative of the MTWTU, together with Danish Shipping, recommendations have been developed and signed regarding employer reimbursement of SID issuance expenses for seafarers working on vessels under the DIS flag. The initiative aims to address one of the most pressing issues currently faced by Ukrainian seafarers abroad.

“It is especially important that, for the first time, a precedent has been set where the association will recommend that its members provide a one-time reimbursement to Ukrainian seafarers for the costs of obtaining a seafarer’s passport. Such agreements are not only a significant step forward but also a strong argument for further negotiations with other companies that could also introduce this practice in their operations, according to their capabilities,” noted MTWTU Chairman Oleg Grygoriuk.



## UKRAINIAN SEAFARERS UNDER THE DANISH FLAG: FROM COLLECTIVE AGREEMENT TO RENEWED COOPERATION

Two years ago, the MTWTU and Danish Shipping signed a historic collective agreement that, for the first time, extended to Ukrainian officers and ratings working on vessels of the Danish International Ship Register (DIS). Since then, cooperation between the parties has become an example of balanced social dialogue in the international maritime sector.

In October 2025, the parties successfully completed the first renewal of the agreement, reaffirming their commitment to the principles of fairness, stability, and mutual support even during wartime. The updated agreement includes a number of significant improvements for Ukrainian seafarers. Both parties share common values — dignity of work, stability, and the well-being of seafarers working under the Danish flag.



## PROTECTING

SEAFARERS  
EVERY DAY

The work of the Marine Transport Workers' Trade Union of Ukraine involves providing systematic protection for its members in situations where a mistake, delay or lack of knowledge can prove extremely costly. Hundreds of workers in the sector face legal, professional and personal challenges every day that require expert assistance. Thanks to the experience and expertise of the Union's and the International Transport Workers' Federation's (ITF) specialists, seafarers are not left to face their problems alone and receive professional advice on employment contracts, working conditions, legal protection and other important aspects of their work. The MTWTU continues to help seafarers overcome any situation, ensuring their confidence and protection at every stage of their professional journey.

# \$949.000 RECOVERED FOR SEAFARERS BY THE UNION AND THE ITF INSPECTOR IN UKRAINE



Wage-related claims remain among the most common issues raised by seafarers seeking assistance. Seafarers contact the Union and the ITF Inspector in Ukraine when experiencing delays with wage payments. Such situations not only place financial strain on seafarers and their families but also undermine trust in fair employment practices within the maritime industry.

Through coordinated efforts, the MTWTU and the ITF Inspectorate carefully review and pursue such cases. By addressing the shipowners and engaging relevant international mechanisms, the Union and the ITF Inspector work to ensure that seafarers receive their rightfully owed wages. Each resolved case represents not only recovered income for individual seafarers but also a reaffirmation that labour rights at sea must be respected and enforced.



# 121 CLAIMS RESOLVED

## BY THE MTWTU AND THE ITF INSPECTOR IN UKRAINE



Overall, among the most frequent requests for assistance are issues related to early repatriation initiated by shipowners, as well as requests from seafarers themselves seeking to terminate their employment before the end of the contract. Another common concern involves delays in signing off after the completion of a contract, when seafarers remain on board longer than agreed.

Most such cases are successfully addressed when the request submitted by the seafarer is timely and properly justified. Early communication and clear documentation often allow the Union and the ITF Inspector to address the company and facilitate a solution in line with applicable regulations and contractual provisions.

Questions regarding compensation related to early contract termination also arise and are addressed when the seafarer's contract or the applicable collective bargaining agreement provides for such compensation, and when the seafarer is entitled to receive it in a particular case.



PROTECTING  
SEAFARERS  
EVERY DAY

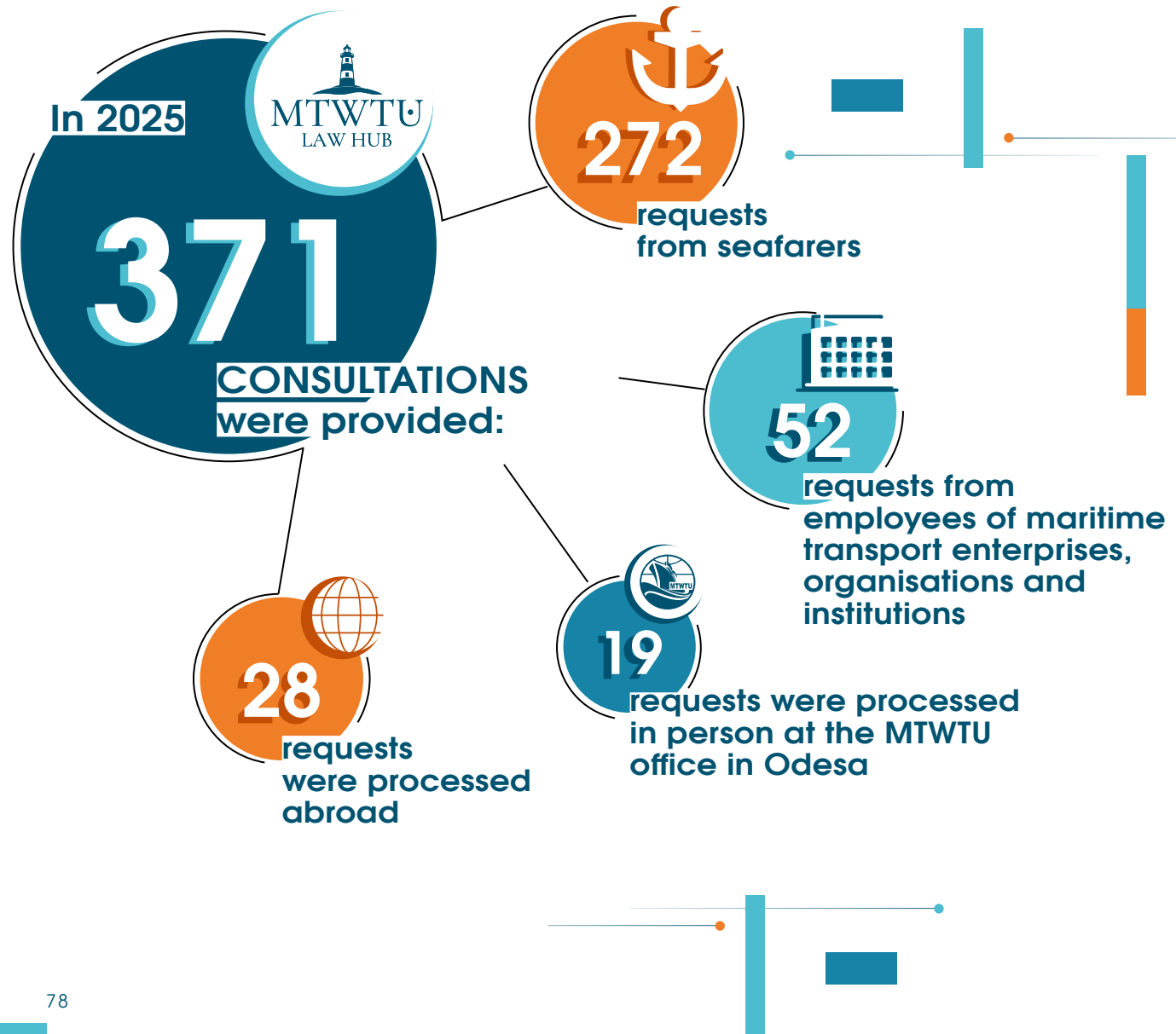
## MTWTU LAW HUB – EXCEEDING EXPECTATIONS IN LEGAL SUPPORT



The Union has been cooperating with the International Labour Organization (ILO) for many years to support maritime professionals. In 2025, a new path of cooperation began — the ILO project “ILO Support to Ukraine: Prevention of Labour Exploitation and Human Trafficking, Support to Entrepreneurship Development and Social Partners”, funded by the Government of Belgium. Within the framework of the project, MTWTU LAW HUB was created — a consulting centre that provides free-of-charge legal support to Union members.

The Hub's specialists provide support at all stages of submitting and receiving documents, help to understand the procedural nuances, analyse relevant information and can act as representatives of seafarers in obtaining the necessary documents in Ukraine. They also advise employees of shore-based maritime transport enterprises. MTWTU LAW HUB services are available both remotely and directly at the Union's office in Odesa and at its representative in Izmail, based at the Izmail International Seamen's Club.



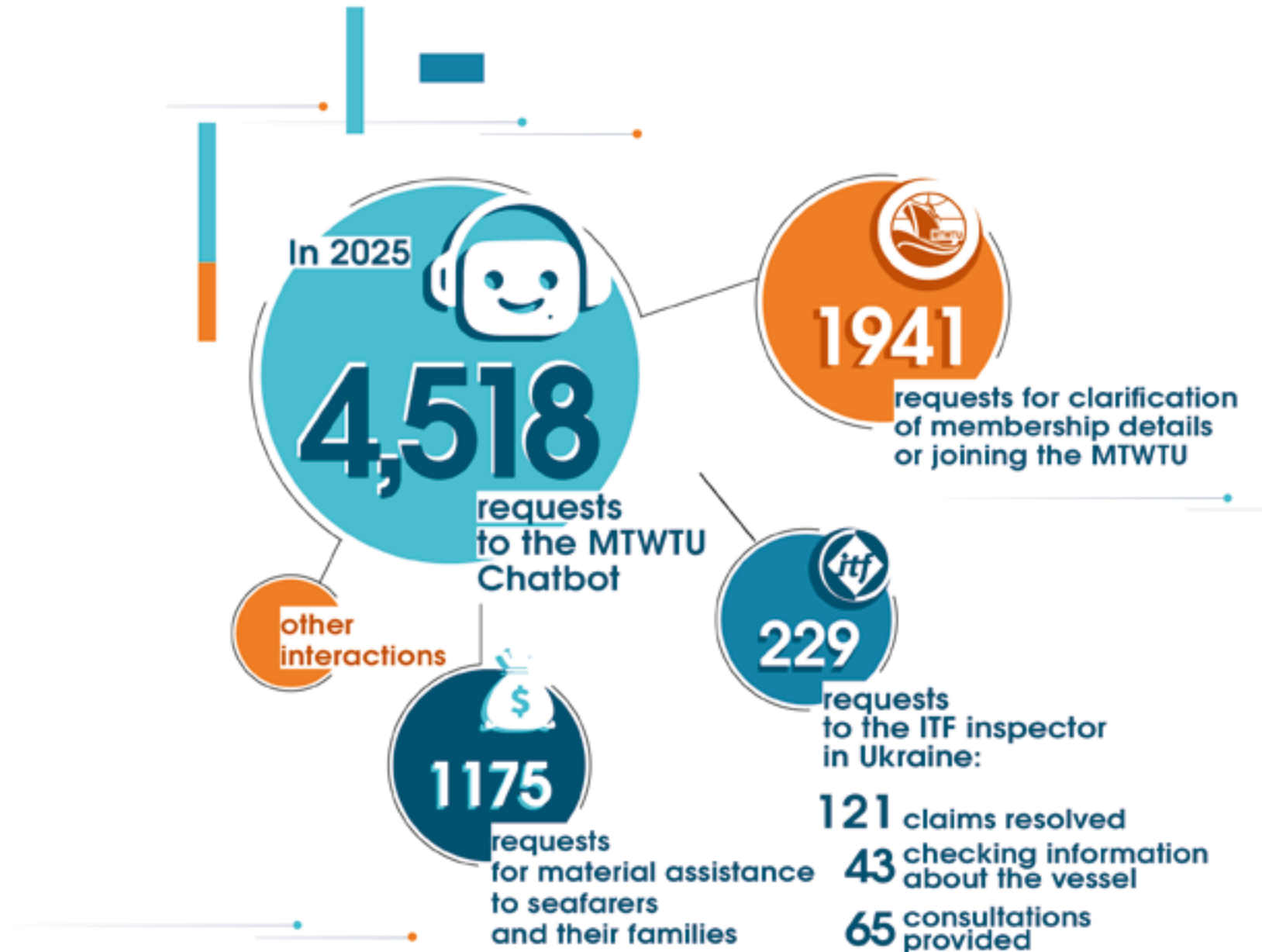


## DIGITAL SUPPORT SERVICE FOR SEAFARERS



For more than four years, the Marine Transport Workers' Trade Union of Ukraine has been responding promptly to requests and resolving seafarers' problems with the help of a chatbot. Sometimes information about off-signing from a vessel, checking information and clarifying contract terms, complying with new legislation or receiving financial assistance is needed right here and now. So we provide support at any time and regardless of location, allowing seafarers to get answers without wasting valuable time.

In 2025, the chatbot remained a useful and reliable channel of communication for seafarers and cadets.



# DEVELOPMENT OF FUTURE INDUSTRY PROFESSIONALS




The Marine Transport Workers' Trade Union of Ukraine is constantly building a space where young maritime professionals can develop, study, and confidently move toward their own and shared victories. Despite their energy, ambition, and desire to acquire additional skills, there are many factors currently standing in the way of young people's ambitions, including war, distance education, and a lack of knowledge about opportunities to transform knowledge into real experience.

Recognizing the importance of creating prospects for the next generation of seafarers, the Union provides a combination of training and practice, opens up international opportunities, and provides comprehensive preparation for the challenges of the modern maritime industry. As a result, youth gain confidence in their own abilities, feel the Union's support, and in the future will be able to see how their efforts will influence the development of the maritime industry.

# MTWTU SAFEGUARDS UKRAINIAN CADETS' PATH TO THE SEA



Thanks to the initiative of the MTWTU and with the support of the Ministry of Education and Science of Ukraine and the State Institution "Scientific and Methodological Centre for Higher and Professional Pre-Higher Education", for the first time, Ukrainian cadets of speciality 271 "Maritime and Inland Water Transport" took the Unified State Qualification Exam (USQE) abroad.

MTWTU ensured the organisation and administration of the USQE outside Ukraine: we coordinated with international partners to establish temporary examination centres, provided essential technical and financial support, conducted preliminary consultations and meetings with participants, and prepared useful materials for exam preparation.

more than  
**1,650**  
cadets took the exam in Chisinau, Varna, Munich, and Klaipeda



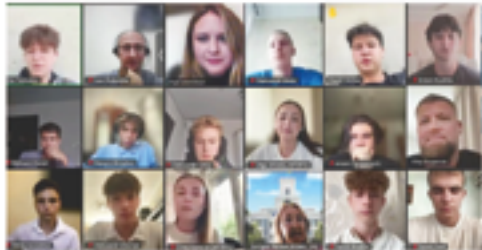


# INTERNATIONAL EDUCATION OPPORTUNITIES SUPPORTING CADETS FOR A STRONGER FUTURE



In order to support future specialists in the maritime industry, the MTWTU, ITF Seafarers' Trust, Kherson State Maritime Academy (KSMA) and Lithuanian Maritime Academy (now – Vilnius Tech LMA) signed a Memorandum of Cooperation in September 2022. As part of this cooperation, an important project was launched, thanks to which KSMA cadets were given the opportunity to obtain a European education in Klaipeda, Lithuania. The fruitful partnership between the Union and Norwegian shipowner Wilson allowed the initiative to continue in 2024, and the following year, with the MTWTU's assistance and the German trade union ver.di, 10 more first-year KSMA students began their studies at Vilnius Tech LMA in 2025. Since the start of the project, more than 80 cadets have participated. The Union has remained in constant contact with the youth, providing the necessary support and assistance in problematic issues.

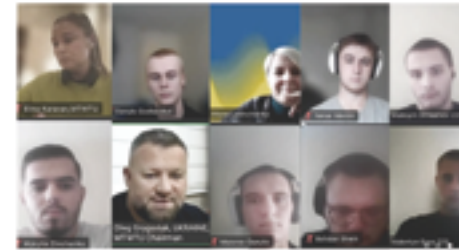




With the support of MTWTU and the German trade union ver.di, 10 first-year KSMA cadets joined the dual education project.



Meeting with second-year cadets participating in the MTWTU & ITF Seafarers' Trust sponsorship project, and with first-year cadets supported by Wilson, took place in Lithuania.



MTWTU Chairman Oleg Grygoriuk held an online meeting with third-year KSMA cadets studying with the support of the Union and the ITF Seafarers' Trust, who had returned from their first sea voyages.



First-year KSMA cadets studying in parallel at the LMA, thanks to the efforts of the Union and Norwegian shipowner Wilson, solemnly took the oath and officially became cadets of the educational institution.

# IMPROVING MARITIME ENGLISH WITH THE UNION



To ensure that Union members feel confident in an international environment and have access to the best educational opportunities, the MTWTU, together with the All-Japan Seamen's Union (JSU), has been actively implementing a project to improve maritime English since 2018. Seminars are held online and offline at the Maritime Union Center, as well as at the Izmail International Seamen's Club for cadets of the Danube Institute of the National University "Odesa Maritime Academy". The modern programme enables seafarers and future industry professionals to learn English through interactive text, audio and video materials created with the specifics of the maritime profession in mind.

2025

180

seafarers and cadets have improved their maritime English



# TECHNOLOGICAL LEARNING TOOLS



The Union continues to provide cadets with opportunities for additional development and practice from the very first stages of their training. At the Maritime Union Center, MTWTU members have the opportunity to immerse themselves in a virtual environment that closely replicates real onboard working conditions and to practice key shipboard operations — including lowering lifeboats and life rafts, starting emergency diesel generators, performing crane operations, and other essential procedures.

The use of VR simulators allows seafarers to refine their basic work skills and increase their confidence in their actions during real situations at sea. For cadets and students of maritime specialities, it's also a practical tool that helps compensate for the lack of face-to-face training and combines theory with real-life experience in today's challenging conditions.

2025  
**50**  
people have completed training on the VR simulator

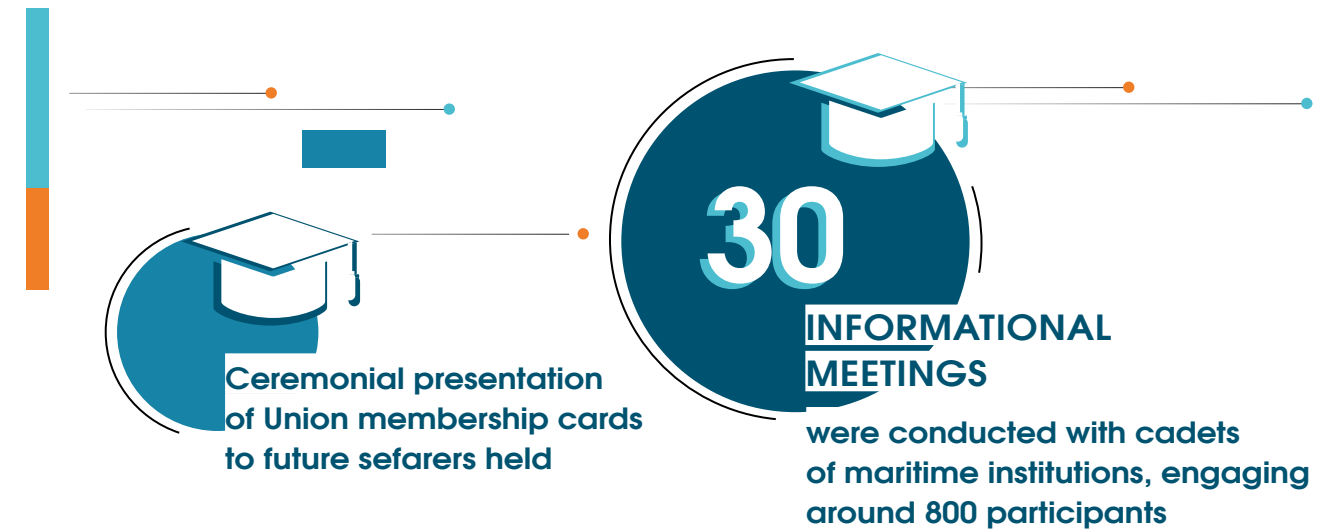
# FUTURE INDUSTRY PROFESSIONALS



# COOPERATION WITH MARITIME EDUCATIONAL INSTITUTIONS



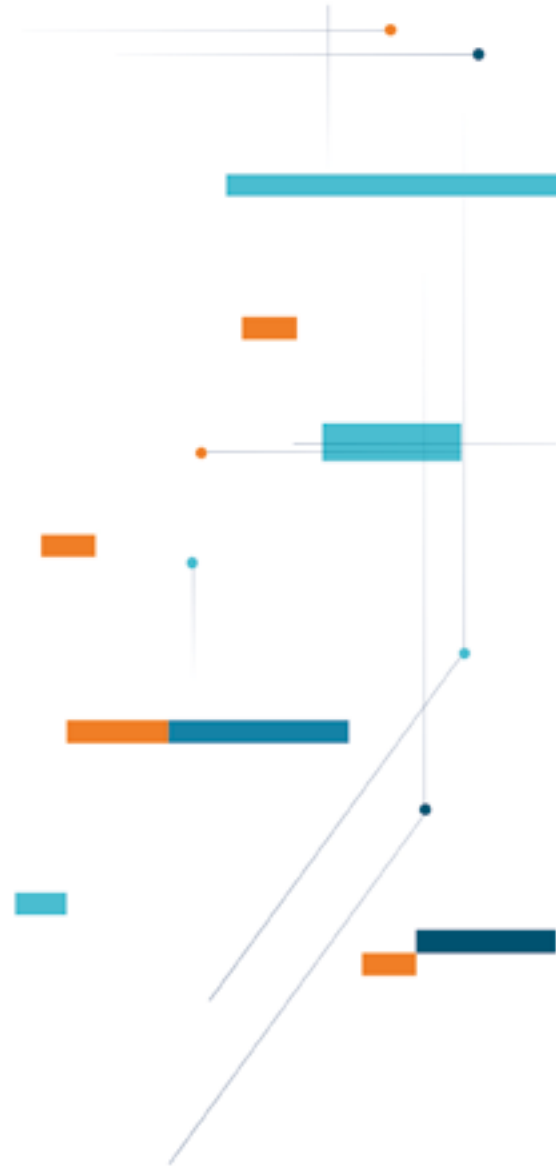
For many years, the Marine Transport Workers' Trade Union of Ukraine has been systematically cooperating with maritime educational institutions, combining efforts to form a community of highly qualified specialists in the industry. The MTWTU supports educational initiatives, participates in career guidance events, holds informational meetings, and accompanies youth at the start of their professional path. The Union continues to care for those who strive to master a maritime profession and reach new heights together with the MTWTU family.



# YOUTH SHAPING THE MARITIME



## INDUSTRY'S FUTURE



Through its actions, support, and trust over the past year, the MTWTU has contributed to shaping a new generation of future leaders who are already making their mark on the global shipping landscape and influencing the maritime industry.

The Marine Transport Workers' Trade Union of Ukraine has long supported young professionals not only in their career development, but also in turning their ideas into reality and taking bold steps forward. Supporting the youth movement remains one of the Union's key priorities, actively implemented by the MTWTU Youth Council. It continuously seeks modern forms of engagement, creates opportunities to gain unique experience, and provides a dynamic space for learning and development.

Together with the Union, youth engagement is always vibrant — filled with events, meetings, meaningful dialogue, and new discoveries.

# INITIATIVES OF THE MTWTU YOUTH COUNCIL




For more than 20 years, the MTWTU Youth Council has been replenished with new inspired, dreamy and purposeful youth from maritime educational institutions, who become the driving force of Union life.

On the initiative of the Union's youth structural unit, cadets and students can receive benefits for building their careers throughout their studies in the form of seminars and meetings with those who have already made their way into the profession. The youth can take part in forums, quizzes and global initiatives, which will undoubtedly be part of their development and memories of their time with the MTWTU.

Two exciting events took place at the Izmail International Seamen's Club under the auspices of the MTWTU Youth Council and the International Maritime Organization (IMO) Goodwill Maritime Ambassador in Ukraine — Union Sport and Union Quiz. Cadets and students from maritime educational institutions in the Danube region demonstrated excellent sporting skills, quick thinking and the ability to work together.

THE MARITIME INDUSTRY'S  
SHAPE THE  
YOUTH  
FUTURE



■ Cadets in Odesa also had an excellent opportunity to demonstrate their knowledge and erudition through the Union Quiz intellectual competition. Participants worked in teams, deepened their understanding of the maritime industry and rights protection, and once again highlighted the importance of trade union engagement in their future careers.

■ For over a year, the Sail Smart: Valuable Insights Project has been a modern platform for experienced industry professionals to interact with youth, helping them gain the knowledge and skills necessary for a successful career in the shipping industry. In 2025, more than 20 meetings were held with maritime leaders who have already achieved significant heights.

■ The Department of Internal Policy of the Odesa City Council, the Youth Council under the Mayor of Odesa, the NGO "Youth Council of Odesa Region", the Marine Transport Workers' Trade Union of Ukraine, the MTWTU Youth Council, and the IMO Goodwill Ambassador in Ukraine have launched the Grant School "Youth ACTS: G-lab". This is a practical educational initiative consisting of five modules, combining mentoring



YOUTH  
SHAPING  
THE MARITIME INDUSTRY'S  
FUTURE



sessions and intensive teamwork on projects that youth presented at the final stage of training.

- An important milestone of the programme was the signing of a Memorandum of Cooperation between the MTWTU Youth Council and the NGO "Youth Council of Odesa Region". This partnership opens up new horizons for joint implementation of youth projects, exchange of experience and creation of a powerful support network for active young people in the region.
- Educational visit to the Odesa Court of Appeal for cadets of the Educational and Scientific Institute of Maritime Law and Management of National University "Odesa Maritime Academy" was organized for cadets. The youth attended a court hearing and familiarised themselves with the work of the court office, archive and museum. It is here that the MTWTU has repeatedly defended its members' rights.

# YOUTH SHAPING THE MARITIME INDUSTRY'S



# PROJECTS SUPPORTED BY THE IMO GOODWILL MARITIME AMBASSADOR IN UKRAINE



In recognition of the MTWTU's authority at both national and international levels, as well as its commitment to advancing maritime education and the profession, the International Maritime Organization in 2021 appointed the Union's Chairman, Oleg Grygoriuk, as an IMO Goodwill Maritime Ambassador. This path involved regular meetings, sincere conversations with cadets, support for those just taking their first steps into the profession, and constantly reminding the world that Ukrainian seafarers are professional, responsible and strong. Highly appreciating Oleg Grygoriuk's work in this position, the IMO extended his mandate two times, and his active work in promoting the maritime profession among youth continued. The values, ideas and meanings embedded in this mission are timeless. They live on in the eyes of young people, in their choice of maritime education, and in their desire to develop the industry for the better.





Meeting of future industry professionals with the IMO Secretary-General at the Maritime Union Center. Students and cadets from Ukrainian maritime educational institutions had the opportunity to ask Arsenio Dominguez questions about international opportunities for young professionals, the development of maritime education, and the prospects for integrating Ukrainian seafarers into the global labour market.

Brunch with the MTWTU Chairman, IMO Goodwill Maritime Ambassador in Ukraine Oleg Grygoriuk, and the Nordic Transport Workers' Federation (NTF) Coordinator Christer Norfall. Leaders shared their own stories of growth, answered questions, and explained why an active stance among youth is critically important right now.

Meeting at the National University "Odesa Maritime Academy" with Ruwan Subasinghe and Oleg Grygoriuk. Thanks to the MTWTU, future specialists in maritime law have the opportunity to meet with representatives of the International Transport Workers' Federation during their studies and gain exclusive knowledge and practical advice.

Participation of the MTWTU youth delegation in the Young Transport Workers' Conference organised by the NTF in Copenhagen. Ukrainian youth had the opportunity to present their vision of the Union movement's development in wartime, talk about the work of the MTWTU Youth Council and initiatives that support students and future maritime industry professionals.





# UNION'S VISIBILITY IN THE MARITIME COMMUNITY

Ukrainian seafarers have always been scattered around the world, and now, due to the war, they and their families are forced to remain abroad. Despite the distance and difficult times, every seafarer and every family can be confident that the support of the Marine Transport Workers' Trade Union of Ukraine is always present wherever our members are, wherever they need protection and assistance. Even when far from their homeland, Union members remain closely connected to the MTWTU and look forward to updates about meetings, initiatives, and recommendations, as well as to the guidance of our experts, who serve as a reliable support in a world of challenges and change.

We may be separated by hundreds of kilometres, different time zones, countries, and circumstances, but we remain unbreakable, united, and strong. We are together.

# NETWORKING MEETINGS WITH SEAFARERS ABROAD



In the context of full-scale war, Ukrainian seafarers face new challenges that directly affect their professional activities. Difficulties with obtaining documents, confirming qualifications, and the possibility of travelling abroad for work all create additional burdens and require timely legal and informational support. That is why, with the assistance of the ITF Seafarers' Trust, the MTWTU has been holding regular meetings with seafarers abroad, where Union specialists provide consultations on the renewal of maritime documents, employment matters, contracts, and working conditions. Where necessary, seafarers can also apply for individual assistance. In addition, the MTWTU pays special attention to the mental health of seafarers, as living in a confined space and worrying about relatives inevitably affects their well-being.

5

informational meetings with seafarers in Moldova, Bulgaria and Romania, supported by the ITF Seafarers' Trust



UNION'S  
VISIBILITY IN THE  
MARITIME  
COMMUNITY



# TEMPORARY REPRESENTATIVE OFFICE ABROAD



The MTWTU has established a temporary representative office in Chisinau, where Ukrainian seafarers can receive consultations on professional issues, submit applications for financial assistance, obtain a new Union membership card, and learn about social projects and support programmes implemented by the Union in cooperation with international partners.

**7** meetings with seafarers at the MTWTU's temporary representative office in Chisinau



# UNION'S VISIBILITY IN THE MARITIME COMMUNITY





# SMARTER ACCESS, STRONGER SUPPORT: MTWTU'S NEW WEBSITE

MTWTU has updated its official website — now a fully functional working tool for Trade Union members.

The structure is designed to help users quickly find what they need — without long searches or unnecessary navigation. Dedicated sections are tailored to specific needs: for seafarers and for shore-based workers. This allows users to immediately access relevant information — from legal matters to support programmes.

A separate block is dedicated to services and assistance. Trade Union members can find information on financial support, medical and social programmes, psychological assistance, as well as request legal advice or support in employment-related matters.

The website also brings together all areas of MTWTU's work: projects, events, educational initiatives, and international

cooperation. Media materials are collected in a separate section, providing a comprehensive overview of the Trade Union's activities.

Through the website, users can also verify their membership, find contact details, reach out to the Trade Union, or obtain the necessary information to resolve specific issues.



You can explore the website  
via the QR code



# PUBLIC COMMUNICATION AND MEDIA ACTIVITY

Behind the numerous meetings, constant provision of relevant information, and regular publication of printed materials lies the Trade Union's vital desire to communicate daily events, achievements, steps, challenges, and important messages to the entire maritime community.

The MTWTU strives to ensure that every Union member can register for our initiatives, see relevant information about changes in the maritime industry, and read interesting world news. We are making every effort to provide our young generation of seafarers with high-quality video content and enrich their knowledge of their rights, as well as provide them with booklets containing useful materials for future specialists. It's this kind of systematic and open communication that builds trust and gets a response in thousands of questions, hundreds of comments, and most importantly, words of gratitude for our constant care.

The international media continued to ask for comments and explanations from the Chairman of the Union, Oleg Grygoriuk, and did not stop showing interest in the MTWTU's activities aimed at overcoming the difficulties faced by Union members due to the war and other factors.

Thus, every fraternal trade union, partners, global organisations, and the whole world had the opportunity to observe our work and join in our support to fight alongside us. This solidarity and openness became a real tool for strengthening unity and supporting Ukrainian seafarers during the most difficult period.

UNION'S  
VISIBILITY IN THE  
MARITIME  
COMMUNITY

# HEALTHCARE

## FOR SEAFARERS AND THEIR FAMILIES



The physical and psychological well-being of seafarers, as well as support for their families, remain key priorities for the Marine Transport Workers' Trade Union of Ukraine. The MTWTU consistently works to ensure that every Union member has access to quality medical care, preventive health programmes, and professional consultations.

In cooperation with international partners and charitable organisations, the Union implements initiatives aimed at supporting seafarers and their families. Caring for our members has always been, and continues to be, one of the fundamental priorities of our work.

# DENTAL INITIATIVES AND PREVENTIVE PROGRAMMES



Long voyages and the inability to access timely treatment make dental care one of the most essential areas of support for seafarers. Recognising this problem, the MTWTU, together with the German trade union ver.di, launched the UNION DENT Project in 2021 — a free-of-charge support programme for seafarers who are Union members working on ships operated by German shipowners and covered by ver.di agreements. In 2022, with the support of the ITF Seafarers' Trust, the programme was expanded for the duration of the war, making it available to all seafarers and their families.

The MTWTU constantly supports the new generation of seafarers, implementing important social programmes even in the most difficult times. Thus, on the Union's initiative, together with the German trade union ver.di and the Welfare Fund "MORTRANS", a new stage of the UNION DENT Project was launched in 2025 — a campaign to raise awareness among MTWTU cadets about dental and gum hygiene. As part of the programme, participants received professional consultations, preventive cleaning, hygiene sets and the opportunity to win a modern irrigator. Subsequently, the healthy smile campaign for cadets was repeated.



**543** INDIVIDUALS  
 received a full range of cost-free dental services

**200** CADETS  
 from Odesa, Izmail, Chornomorsk, and Kherson had the opportunity to receive consultations, examinations, professional teeth cleaning, and hygiene sets for dental care

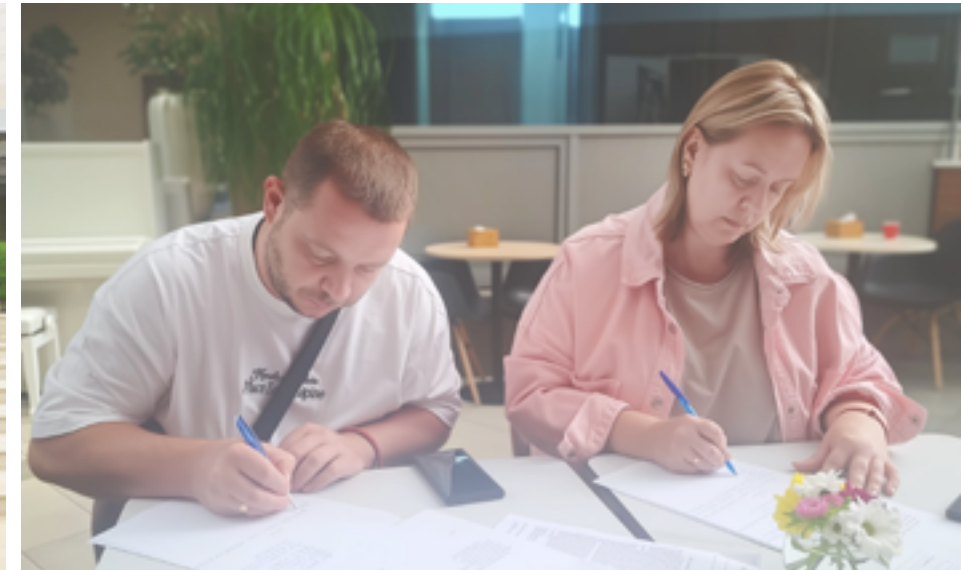
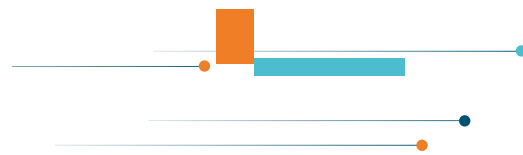
# HEALTH CARE FOR SEAFARERS AND THEIR FAMILIES



# MEDICAL EXAMINATIONS WITH THE SUPPORT OF INTERNATIONAL PARTNERS



On the initiative of the MTWTU and the Welfare Fund "MORTRANS", The Mission to Seafarers supported a project providing free medical check-ups for seafarers who are Union members and/or their wives at the Odrex Clinic (Odesa). Thanks to this support, men had the opportunity to receive a cardiogram and professional medical consultation, while women received breast ultrasounds and professional medical recommendations.



HEALTH CARE FOR SEAFARERS AND THEIR FAMILIES

# MTWWTU'S

## IMPACT AT THE

# NATIONAL LEVEL



At the national level, the Marine Transport Workers' Trade Union of Ukraine consistently defends the interests of industry workers by engaging in decision-making processes that affect the development of the maritime sector and the well-being of its employees.

Through social dialogue with state institutions, educational establishments, and relevant organisations, the MTWWTU works to preserve the human potential of the industry, support employment, and create conditions for its sustainable development.

# NATIONAL DIALOGUE AND INDUSTRY ENGAGEMENT

## PARTNERSHIP WITH ODESA REGIONAL STATE ADMINISTRATION



The MTWTU office was visited by representatives of the Odesa Regional State (Military) Administration. The visit was led by Kropyva Sergey, Deputy Head of the Odesa Regional State (Military) Administration for Digital Development, Digital Transformation and Digitalization. The meeting was also attended by the Department of the Maritime Complex, Transport Infrastructure and Communications, the Regional Office for International Cooperation in Odesa Region, as well as the Odesa Regional Employment Centre and the Logistics and Procurement Department.

The parties discussed the restoration and development of Ukraine's maritime potential, social protection for seafarers, and prospects for implementing joint projects that will contribute to the development of the industry and ensure stability for workers.

# NATIONAL Level

## SIGNIFICANT STEP TOWARD STRENGTHENING SOCIAL DIALOGUE



MTWTU Chairman Oleg Grygoriuk and Director of the Odesa Regional Employment Centre, Mykyta Koreniev signed a Memorandum of Cooperation, confirming their joint readiness for systematic and long-term cooperation.

The aim of the Memorandum is to unite the parties' efforts to develop social partnership, increase employment and establish modern standards of social responsibility. The partnership also provides for the implementation of initiatives focused on the economic and social development of the region, including the creation of new workplaces, support for private enterprise, infrastructure development and improvement of citizens' welfare.

## MTWTU MEETS WITH THE SHIPPING REGISTER OF UKRAINE

A delegation from the Shipping Register of Ukraine, headed by its General Director Serhii Gurskyi, visited the MTWTU office. The team also included Andrii Solodovnikov, Head of the Maritime Supervision Department, Oleksandr Bondarenko, Head of the Danube Department, and Oleg Gaiduk, General Manager of the Maritime Supervision Department.

During the meeting, the participants discussed a number of important issues, including support for maritime transport workers, improving shipping safety and the perspectives for the development of the industry in the face of current challenges.



# PARTICIPATION IN EDUCATIONAL DECISION-MAKING

## PRESERVATION OF WORKPLACES AND SOCIAL GUARANTEES



At the MTWTU office, a joint meeting of the trade union committees of the National University "Odesa Maritime Academy" (NUOMA) and the Odesa National Maritime University (ONMU) on the topic "Preservation of Human Capital in the Conditions of Higher Education Reform" was held. The main purpose of the event was the discussion of ways to preserve workplaces, protect labour rights and ensure social and economic guarantees for employees in the process of reorganising two educational institutions.

**The Union's attitude is unchanged: the protection of the rights and interests of cadets, students and teachers is a priority.**

# DISCUSSION ON THE REORGANIZATION OF MARITIME EDUCATIONAL INSTITUTIONS

The MTWTU participated in an open meeting between representatives of the maritime business and Mykhailo Vynnytskyi, who was serving as Deputy Minister of Education and Science of Ukraine at the time.

The main purpose of the discussion was to discuss the merger of the NUOMA and ONMU into a new structure – the State University "Ukrainian Maritime Academy".

Mykhailo Vynnytskyi presented the Ministry's vision for the merger, emphasizing that its goal is to create an effective and balanced reorganization model that takes into account the interests of maritime education, students and cadets, teachers, and the needs of the industry, which were specifically voiced during the lengthy discussion.

The MTWTU reaffirmed that any reorganization must first ensure social guarantees and protect the interests of students and labour collectives. No final decision on the reorganisation was made.



# SUPPORTING EMPLOYMENT AND HUMAN CAPITAL DEVELOPMENT



## DECENT WORK – KEY TO RECOVERY: MTWTU JOINS THE DEVELOPMENT OF THE DECENT WORK COUNTRY PROGRAMME 2026–2029

A seminar organized by the International Labour Organization (ILO) Office in Ukraine was held in Kyiv to prepare the Decent Work Country Programme for 2026–2029. The event served as a platform for social dialogue among the government, trade unions, and employers.

Participants defined priorities that will be included in the new programme and will become an instrument of post-war recovery. The MTWTU took an active part in the discussion, emphasizing the importance of the maritime industry for Ukraine’s economy and the key role of trade unions in ensuring quality, safe, and fair work.



## MTWTU JOINS ILO INITIATIVES TO SUPPORT EMPLOYMENT



International  
Labour  
Organization

The MTWTU participated in events dedicated to the launch of the project "Support to Job Creation in Mykolaiv and Odesa and to Social Dialogue Development". The initiative is implemented by the International Labour Organization with the support of the Ministry of Foreign Affairs of Denmark and is aimed at creating new opportunities for employment, education and entrepreneurship for internally displaced persons, veterans, women, people with disabilities and other vulnerable groups. Participants discussed mechanisms for strengthening social dialogue and steps to support the region's economic recovery. The MTWTU representatives also joined the ILO training on effective communication for local employment partnerships.

The initiative aims to create new workplaces, develop entrepreneurship and increase the region's economic sustainability.



## UNION COMMUNITY:

SOCIAL SUPPORT  
AND MUTUAL AID

For the fourth year in a row, Ukraine continues to live under full-scale war, which has destroyed peaceful life, taken lives, and left thousands of families without homes, while still testing our resilience every day. Yet, despite everything, it has not broken our unity and solidarity.

For the Union, these years have meant a constant responsibility for the well-being of our members, who, like the entire Ukrainian nation, face unprecedented challenges. Throughout this time, our partners, fraternal organisations, and trade unions have stood by us, supporting Ukraine in its struggle for life and a future.

With the support of the global community, the MTWTU has implemented numerous initiatives for seafarers, port workers, their families, and cadets, ensuring that our members are not left alone and continue to feel care and support even in the most difficult circumstances.

We are deeply grateful for this solidarity, expressed through concrete actions and decisions. As long as we stand together, we will continue moving forward.



**100** PEOPLE  
 Brunch with the Union on International Women's Day

**150** UNION MEMBERS  
 Holiday gift sets thanks to the ITF-ETF Solidarity Fund

**100** CHILDREN  
 Event in Odesa on the eve of International Children's Day with the support of the Welfare Fund "MORTRANS" and the Swedish trade union SEKO

**70** RETIRED SEAFARERS  
 Greetings with the assistance of the WF "MORTRANS" and Swedish trade union SEKO



**100** PEOPLE  
 Easter campaign for MTWTU members and their families

**600** SETS  
 Campaign for Union members on International Seafarers' Day with the support of the ITF-ETF Solidarity Fund for seafarers who are MTWTU members, including the Ukrainian Danube Shipping Company



# SOCIAL

# SUPPORT



SOCIAL

SUPPORT

**37** PARTICIPANTS  
 Food sets for orphans, children whose parents are involved in military operations, and low-income families

**200** CHILDREN  
 Knowledge Day Event in Odesa with the support of the Welfare Fund "MORTRANS" and the Swedish trade union SEKO

**800** SETS  
 St. Nicholas Day for seafarers and cadets from the MTWTU with the support of the Welfare Fund "MORTRANS" and The Seafarers' Charity

**200** GIFTS  
 "Warmth Campaign" from MTWTU for seafarers who are Union members and their families from the regions of Ukraine most affected by the war



# SOCIAL

# SUPPORT



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Santa Claus' New Year's Residence with the support of Norwegian shipowner Wilson and sweet gifts from MTWTU



SOCIAL

SUPPORT

Festive theatrical performance 'Winter Snowstorm' at the Beit Grand Cultural Centre for children of Union members registered with local trade union organisations in Odesa and Chornomorsk



Academic Ukrainian Music and Drama Theatre named after Vasyl Vasytko  
Invitation to the theatre with the assistance of the WF "MORTRANS" for children of beneficiaries serving in the Armed Forces of Ukraine





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