

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	International Transport Workers' Federation		
Year ended:	31 December 2019		
List no:	1225		
Head or Main Office address:	ITF House		
	49 - 60 Borough Road		
	London		
Postcode	SE1 1DR		
Website address (if available)	<a href="http://www.itfglobal.org">www.itfglobal.org</a>		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Stephen Cotton		
Telephone Number:	0207 403 2733		
Contact name for queries regarding the completion of this return	Adam Leadbetter		
Telephone Number:	0207 940 9215		
E-mail:	leadbetter_adam@itf.org.uk		

**Please follow the guidance notes in the completion of this return**

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: [returns@certoffice.org](mailto:returns@certoffice.org)

For Unions based in Scotland: [eymw@tcyoung.co.uk](mailto:eymw@tcyoung.co.uk)

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# Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male					
Female					
Other	10		2	680	692
<b>Total</b>	10		2	680	A 692

Number of members at end of year contributing to the General Fund

692

Number of members included in totals box 'A' above for whom no home or authorised address is held:

## Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Exec Board member	Bob Orr		October 2019
Exec Board member	Tony Sheldon		June 2019
Exec Board member	Alex Tokhi		October 2019
Exec Board member		James P. Hoffa	June 2019
Exec Board member		Lana Payne	October 2019
Exec Board member		Epitacio dos Santos	October 2019

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

692

and names:

See attached list of affiliated unions and names

# Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
See attached list of officers in post	

## Officers in post

(see note 12)

**Please complete list of all officers in post at the end of the year to which this return relates.**

Name of Officer	Position held
Paddy Crumlin	President
Najeem Usman Yasin Alhaji	Vice President
John Baker	Vice President
Seddik Berrama	Vice President
Mary Liew	Vice President
Frank Moreels	Vice President
Pablo Moyano	Vice President
Toshihiko Sumino	Vice President
Stephen Cotton	General Secretary
Stephen Abima	Executive Board member
Christine Behle	Executive Board member
Mick Cash	Executive Board member
Tae Kil Chung	Executive Board member
Janaina Fernandes	Executive Board member
Remo di Fiore	Executive Board member
David Gobé	Executive Board member
Meryem Halouani	Executive Board member
Johnny Hansen	Executive Board member
Roman Hebenstreit	Executive Board member
Dave Heindel	Executive Board member
James P. Hoffa	Executive Board member
Diana Holland	Executive Board member
Kam Soom Huat	Executive Board member
Lars Johnsen	Executive Board member
Alexander Kircher	Executive Board member
Mykhailo Kiryeyev	Executive Board member
Valérie Latron	Executive Board member
Benito Bahena Y Lome	Executive Board member
David Massiah	Executive Board member
Terri Mast	Executive Board member
Jack Mazibuko	Executive Board member
Len McCluskey	Executive Board member
Neven Melvan	Executive Board member
Yasumi Morita	Executive Board member
Juliana Mpanduji	Executive Board member
Nikolay Nikiforov	Executive Board member
Zainil Nizeraly	Executive Board member
Conrad Oca	Executive Board member
Joe O'Flynn	Executive Board member
Brigitta Paas	Executive Board member
Sito Pantoja	Executive Board member
Lana Payne	Executive Board member
Henryk Piatowski	Executive Board member
Marko Piirainen	Executive Board member

## Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
Ajay Kumar Raj	Executive Board member
CA Rajasridhar	Executive Board member
Miguel Ángel Cilleros Sánchez	Executive Board member
Epitacio Antonio dos Santos	Executive Board member
Robert Scardelletti	Executive Board member
Abdulgani Serang	Executive Board member
Julio Sosa	Executive Board member
Yuri Sukhorukov	Executive Board member
Joe Tiberi	Executive Board member
Jan Villadsen	Executive Board member
Ekaterina Yordonova	Executive Board member
Marcel Zante	Executive Board member
Dorotea Zec	Executive Board member

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
ACV - Openbare Diensten	Belgium
ACV - Transcom	Belgium
Air Transport Services Senior Staff Association (ATSSSAN)	Nigeria
CUPE National Airline Division	Canada
Airports of Mauritius Ltd Employees Union (AMLEU)	Mauritius
Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)	Thailand
Alianza de Tranviarios de México	Mexico
All India Railwaymen's Federation	India
All Pakistan Civil Transport Workers' Union	Pakistan
All-Japan Federation of Transport Workers' Unions UNYU-ROREN	Japan
All-Japan Prefectural and Municipal Workers Union (JICHIRO)	Japan
All-Japan Seamen's Union (JSU)	Japan
Amalgamated Transit Union	USA
Amalgamated Transport and General Workers' Union (ATGWU)	Uganda
Amalgamated Union of Seafarers, Hong Kong	Hong Kong
American Maritime Officers (AMO)	USA
Amigos Irmãos dos Homens do Mar	Guinea-Bissau
Trade Union Pro	Finland
Antigua & Barbuda Workers' Union	Antigua & Barbuda
The Artisans and General Workers' Union	Mauritius
Asociación Argentina de Aeronavegantes	Argentina
Asociación Argentina de Empleados de la Marina Mercante	Argentina
Asociación Colombiana de Aviadores Civiles	Colombia
Asociación de Personal Aeronáutico	Argentina
Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)	Argentina
Asociación de Señaleros Ferroviarios Argentinos	Argentina
Asociación Técnicos y Empleados de Protección y Seguridad a la Aeronavegación	Argentina
Asociación Sindical de Pilotos Aviadores	Mexico
Asociación Sindical de Sobrecargos de Aviación de México	Mexico
Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional	Mexico
Asociación Colombiana de Auxiliares de Vuelo y demás Trabajadores de la Industria del Sector Aéreo Colombiano (ACAV)	Colombia
Asociación Colombiana de Controladores de Tránsito Aéreo	Colombia
Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil	Chile
Asociación Civil de Pilotos de Línea Aérea	Uruguay

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Asociación Dominicana de Controladores de Tránsito Aéreo (ADCA)	Dominican Republic
Asociacion Panamena de Controladores de Transito Aereo (APACTA)	Panama
Asociacion Argentina De Capitanes Pilotos y Patrones de Pesca (AACPyPP)	Argentina
Asociacion Colombiana De Mecanicos De Aviaiton (ACMA)	Colombia
Asociacion de Controladores de Transito Aereo del Uruguay (ACTAU)	Uruguay
Associated Labor Unions	Philippines
Associated Marine Officers' and Seamen's Union of the Philippines	Philippines
Associated Society of Locomotive Engineers & Firemen (ASLEF)	Great Britain
Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	USA
Association of Professional Flight Attendants	USA
Australian Institute of Marine & Power Engineers (A.I.M.P.E.)	Australia
Australian Licensed Aircraft Engineers' Association	Australia
Australian Maritime Officers Union	Australia
Australian Rail, Tram & Bus Industry Union	Australia
Australian Municipal, Administrative, Clerical and Services Union	Australia
Australian Workers' Union	Australia
Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union	Finland
Auto, Taxi & Private Sector Transport Workers HMS Federation	India
Aviation & Marine Engineers Association Incorporated	New Zealand
Aviation & Airports Services Workers Union (Kenya)	Kenya
Aviation Industry Employees' Guild	India
Aviation Workers' Trade Union of Uzbekistan	Uzbekistan
Aviation Radar, Radionavigation and Communication Workers' Union of Russia	Russia
Kapisanan ng mga Manggagawa sa GOCCs at GFIs - Transport Group	Philippines
British Airways Hong Kong International Cabin Crew Association	Hong Kong
Bambai Mazdoor Union	India
Bangladesh Biman Employees' Union	Bangladesh
Bangladesh Biman Cabin Crew Union	Bangladesh
Bangladesh Biman Officers' Association	Bangladesh
Bangladesh Inland Water Transport Corporation Workers' Union	Bangladesh
Bangladesh Noujan Sramik Federation	Bangladesh
Bangladesh Railway Employees' League (BREL)	Bangladesh
Bangladesh Road Transport Workers' Federation	Bangladesh
Bangladesh Seamen's Association	Bangladesh



International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Bangladesh Railway Sramik League	Bangladesh
Bangladesh Merchant Marine Officers' Association	Bangladesh
The Barbados Workers' Union	Barbados
Batumi Seaport's Trade Union	Georgia
B C Ferry & Marine Workers' Union	Canada
Belarusian Independent Trade Union	Belarus
Belgische TransportBond	Belgium
Belarussian Trade Union of Transport and Communications' Workers	Belarus
Bermuda Industrial Union	Bermuda
Biman Sramik League	Bangladesh
Birlesik Tasimacilik Çalışanlari Sendikasi (BTS) (United Transport Workers' Union)	Turkey
Bond van Personeel in Dienst van Havenbeheer (BPHB)	Suriname
Botswana Transport & General Workers Union	Botswana
British Airline Pilots' Association, BALPA	Great Britain
Bustamante Industrial Trade Union	Jamaica
Cabin Union Denmark	Denmark
Calcutta Port Shramik Union	India
Cambodian Transportation Workers' Federation (CTWF)	Cambodia
Canadian Merchant Service Guild	Canada
Canadian Union of Postal Workers	Canada
Cathay Pacific Airways Flight Attendants' Union	Hong Kong
Railways Workers Union of Malawi (RWUM)	Malawi
Centrale des Travailleurs du Transport et Communications - CSC	Congo, DR
Centralorganisationen Søfart	Denmark
Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante	Argentina
Centro de Jefes y Oficiales Maquinistas Navales	Argentina
Centro de Jefes y Oficiales Navales de Radiocomunicaciones	Argentina
Centro de Patrones y Oficiales Fluviales, de Pesca y Cabotaje Marítimo	Argentina
The Ceylon Mercantile, Industrial & General Workers' Union (CMU)	Sri Lanka
Chennai Container Terminal Employees Union (CCTEU)	India
Chinese Federation of Railway Workers' Unions	Taiwan
Civil Aviation Labor Union	Kuwait
The Civil Air Operations Officers' Association of Australia	Australia
Clerical and Commercial Workers' Union	Guyana

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
The Cochin Port Staff Association	India
Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits (CNDD)	Côte d'Ivoire
Communication & Transport Workers' Union of Tanzania - COTWU (T)	Tanzania
Communication and Transport Workers' Union of Zanzibar (COTWU ZNZ)	Tanzania
Communication Workers' Union of Russia	Russia
Confederação Nacional dos Trabalhadores em Transportes Terrestres	Brazil
Confederación Sindical de Trabajadores Ferroviarios, LAB, AASANA y Jubilados Ferroviarios de Bolivia	Bolivia
Confederación Dominicana de Taxistas Turísticos Inc	Dominican Republic
Confédération Camerounaise du Travail (CCT)	Cameroon
Confederaao Nacional dos Trabalhadores em Transportes e Logistica (CNTTL)	Brazil
Czech Trade Union of Seafarers	Czech Republic
Dansk Metal	Denmark
Danish Aviation and Railway Federation (BLJ)	Denmark
Deniz Çalisanlari Dayanisma Dernegi (DAD-DER) Marine Employees' Solidarity Association (MESA)	Turkey
Norwegian Union of Marine Engineers (NUME)	Norway
DHL Employees Union	India
DHL World Wide Express (I) Pvt. Ltd. Employees' Union	India
Dock Workers' Union of Liberia	Liberia
Dockers' Union of Russia	Russia
Dockworkers' Union Kenya	Kenya
Dominica Public Service Union	Dominica
D.T.C. Employees Congress	India
Eesti Transpordi- Ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)	Estonia
Union Committee of Suez Canal Authority in Port Said (UCSCAPS)	Egypt
General Union of Transport Workers and Services (GUTWS)	Egypt
Eisenbahn- und Verkehrsgewerkschaft (EVG)	Germany
ELA-Zerbitzuak	Spain
Employees and Workers Syndicate of Yemen Airways	Yemen
The Ernakulam District Waterways Employees' Association	India
Union of Private Sector Professionals ERTO	Finland
Estonian Seamen's Independent Union	Estonia
Executive Association - SriLankan Airlines (EASLA)	Sri Lanka
Fackförbundet ST	Sweden
Fagforbundet	Norway

International Transport Workers' Federation

Affiliated unions at 31st December 2019	Country
Fagligt Fælles Forbund (3F)	Denmark
Félag Skipstjórnarmanna.	Iceland
Fédération CGT des Cheminots	France
Fédération Chrétienne du Personnel des Transports	Luxembourg
Fédération des Officiers de la Marine Marchande UGICT CGT	France
Fédération des Syndicats des Travailleurs et Auxiliaires du Transport du Burkina (FESYTRAT-B)	Burkina Faso
Fédération des Transports de l'UDTS	Senegal
Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FEETS-FO)	France
Fédération Générale des Transports et de l'Environnement - CFDT	France
Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés, Luxembourg	Luxembourg
Fédération Général des Chemins de Fer Tunisiens	Tunisia
Fédération Nationale des Syndicats Maritimes CGT	France
Fédération Nationale des Syndicats de Transports CGT	France
Fédération Nationale des Transports	Tunisia
Fédération Nationale des Transports Postes et Télécommunications (FNTPT)	Niger
Fédération Nationale des Transports et de la Logistique Force Ouvrière	France
Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens	Algeria
Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)	Togo
Fédération Syndicale Libre des Travailleurs du Transport et Entretien Mécanique de Guinée	Guinea-Conakry
Fédération Syndicale Professionnelle Nationale des Transports et Mécaniques Générales (FSPNTMG-CNTG)	Guinea-Conakry
Fédération Syndicaliste FO des Cheminots	France
Federation Generale des Ports et Dockers	Tunisia
Federation National des Taximen et des Travailleurs du Secteur des Transports du Burkina (FNTT/STB)	Burkina Faso
Federation of Hong Kong Transport Workers' Organizations	Hong Kong
Federation of Korean Seafarers' Unions (FKSU)	South Korea
Federation of Korean Taxi Transport Workers' Unions	South Korea
Federation of Mongolian Railway Workers Trade Union	Mongolia
Federation of Transport, Petroleum and Agricultural Workers	Cyprus
Federation of Transport Trade Unions in Bulgaria	Bulgaria
Federation of Transport Workers - PODKREPA	Bulgaria
Federazione Italiana Sindacati Terziario (FIST-CISL)	Italy
Federazione Italiana Lavoratori dei Trasporti FILT-CGIL	Italy
Federazione Italiana Trasporti - CISL	Italy
Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios	Argentina

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Federação Nacional dos Trabalhadores em Aviação Civil	Brazil
Federação Nacional dos Trabalhadores Ferroviários	Brazil
Federación de Tripulantes de la Marina Mercante de Chile	Chile
Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile	Chile
Federación Dominicana de Trabajadores Portuarios	Dominican Republic
Federación Nacional de Transporte Liviano Mixto y Mediano del Ecuador	Ecuador
Federación de Sindicatos de Trabajadores de los Puertos y Similares	Nicaragua
Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexas (FBTTT)	Venezuela
Federatia Nationala a Sindicatelor Portuare (FNSP)	Romania
Federación Estatal de Servicios, Movilidad y Consumo de la Unión General de Trabajadores (FeSMC-UGT)	Spain
Federated Airline Staff Association	Fiji
Federación de Servicios a la Ciudadanía de CCOO	Spain
Federación Nacional de Empresa e Interempresas de Trabajadores del Holding Latin American - Network LAN	Chile
Federation Nationale Travailleurs Ports Algériens -UGTA	Algeria
Krajowa Sekcja Pracowników Transportu Lotniczego i Obsługi Lotniskowej NSZZ Solidarność - The National Section of Air Transport Workers and Airport Workers NSZZ Solidarność	Poland
Federal Union of Air Traffic Controllers of Russia	Russia
Federation des Syndicats des Travailleurs de l'Asecna	Benin
Fédération Nationale des Dockers Port	Mauritania
Fédération Syndicale des Professionnels de Transport du Congo	Congo
Federation of Oil Unions in Iraq	Iraq
Federación Dominicana de Trabajadores de Zonas Francas, Industrias Diversas y de Servicios	Dominican Republic
Federation of All India Aviation	India
Fédération Nationale des Travailleurs du Pétrole et du Gaz, de la Chimie	Algeria
Federasi Buruh Transportasi Dan Pelabuhan Indonesia (FBTPI)	Indonesia
Federasi Pekerja Pelabuhan Indonesia (FPPI)	Indonesia
Federation National des Chauffeurs Professionnels du Cameroun (FNSCPC)	Cameroon
Federacion Nacional de Transporte Ferroviario de Pasajeros, Carga, Afines y Conexas (FNTEF)	Chile
Federacao dos Trabalhadores em Transportes Rodoviaros do Estado do Parana (FETROPAR)	Brazil
Fellesforbundet	Norway
FETROPASSAGEIROS - Federação dos Trabalhadores nas Empresas Transporte Passageiros do Estado do Paraná	Brazil
Fiji Public Service Association	Fiji
Fiji Longshoremen & Staff Association	Fiji
Flight Attendants' Association of Australia - National Division	Australia
Flight Attendants' Association of Australia - International Division	Australia

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Flight Attendants Union (Cabin Crew Welfare Society)	Sri Lanka
FNV	Netherlands
Food & Allied Workers Union	South Africa
Føroya Fiskimannafelag	Faroe Islands
Føroya Skipara- og Navigatørfelag	Faroe Islands
Forward Seamen's Union of India	India
Foreign Airlines Employees Union	Malaysia
General Federation of Bahrain Trade Unions	Bahrain
General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)	Japan
General Trade Union of Air Transport and Tourism	Jordan
General Transport, Petroleum & Chemical Workers' Union of TUC	Ghana
General Union For Transport and Transportation Workers	Yemen
General Union for Transport Workers	Palestine
General Union of Petroleum & Chemicals	Jordan
General Union of Port Workers	Jordan
General Union of Road and Mechanic Workers	Jordan
General Union of Transport & Telecommunication - FWUCI	Iraq
General Workers' Union (GWU)	Malta
General Egyptian Flight Attendant Union	Egypt
General Independent Trade Union of Public Transport Authority and Great Cairo Bus Network	Egypt
General Union of Air Transport Workers	Libya
General Syndicate of Oil and Gas Workers in Basrah	Iraq
General Federation of Oman Trade Unions (GFOTU)	Oman
General Professional Union Of Sudanese Seafarers (GPUSS)	Sudan
General Union Of Iraqi Air Transport (GUIAT)	Iraq
General Confederation of Drivers and Transport Workers in Lebanon (GCDTW)	Lebanon
Georgian Seafarers' Union	Georgia
Georgian Railway Workers New Trade Union	Georgia
younion _ Die Daseinsgewerkschaft	Austria
Gewerkschaft vida	Austria
Ghana Merchant Navy Officers' Association (GMNOA)	Ghana
GMB	Great Britain
Government Services Employees Association	Mauritius
Government Transport Corporations Employees Progressive Unions' Federation	India

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Sindicato de Guincheros y Maquinistas de Grúas Móviles de la República Argentina	Argentina
Guyana Labour Union	Guyana
Handel og Kontor i Norge	Norway
HK/Privat	Denmark
Hong Kong Seamen's Union	Hong Kong
Hong Kong Storehouses, Transportation & Logistics Staff Association	Hong Kong
Hong Kong International Terminal Groups Employees General Union	Hong Kong
Hong Kong Dragon Airlines Flight Attendants Association	Hong Kong
Félag íslenskra atvinnuflugmanna (Icelandic Airline Pilots Association)	Iceland
Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)	Indonesia
Finnish Aviation Union	Finland
Independent Dockers' Union	Lithuania
Republican Committee of Maritime Transport Workers' Trade Union of Azerbaijan	Azerbaijan
Independent Transport Workers' Association of Nepal	Nepal
Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro	Montenegro
Indian National Transport Workers' Federation	India
Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)	Indonesia
Industri Energi	Norway
Trade Union of Georgian Railwaymen	Georgia
Indian National Port & Dock Workers' Federation	India
Independent Pilots' Association	USA
Independent Democracy of Informal Economy Association	Cambodia
Independent Federation of Myanmar Seafarers	Myanmar
International Association of Machinists & Aerospace Workers (IAM)	USA
International Brotherhood of Electrical Workers - Local 2228	Canada
International Brotherhood of Teamsters (IBT)	USA
International Longshore and Warehouse Union (ILWU)	USA
International Longshore and Warehouse Union Canada (ILWU Canada)	Canada
International Longshoremen's Association (ILA) AFL-CIO	USA
International Organisation of Masters, Mates & Pilots	USA
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)	USA
International Brotherhood of Electrical Workers, Local Union 397	Panama
Iranian Merchant Mariners Syndicate	Iran
Fórsa - (aka Irish Municipal, Public and Civil Trade Union (IMPACT))	Ireland

International Transport Workers' Federation

Affiliated unions at 31st December 2019	Country
Israeli Sea Officers' Union	Israel
Japan Confederation of Railway Workers' Unions (JRU)	Japan
Japan Federation of Aviation Industry Unions (Koku-Rengo)	Japan
Japan Federation of Transport Workers' Unions (KOTSU ROREN)	Japan
Japan Railway Trade Unions' Confederation (JR-RENGO)	Japan
Japan Federation of Aviation Workers' Unions (KOHKUREN)	Japan
Jathika Sevaka Sangamaya	Sri Lanka
Jatio Rickshaw Van Sramik League	Bangladesh
Kapers Cabin Crew Union	Switzerland
Karachi Dock Labour Board (KDLB)	Pakistan
Karachi Port Trust Democratic Workers Union (KPT DWU)	Pakistan
Karachi International Container Terminal Labour Union (KICTLU)	Pakistan
Kenya Long Distance Truck Drivers & Allied Workers Union	Kenya
Kenya Shipping, Clearing Freight Logistics and Warehouse Workers Union	Kenya
Kenya Bodaboda, Tuktuk and Taxi Workers Union	Kenya
Kenya Hotels and Allied Workers' Union (KHAWU)	Kenya
Kesatuan Pelaut Indonesia (KPI)	Indonesia
Kiribati Islands Overseas Seamen's Union (KIOSU)	Kiribati
Korean Automobile & Transport Workers' Federation	South Korea
Korea Expressway Corp. Labour Union	South Korea
Korean Air Labour Union	South Korea
Korean Federation of Port & Transport Workers' Unions	South Korea
Korean Postal Workers' Union	South Korea
Korean Railway Industry Trade Union	South Korea
Korean Public Service and Transport Workers' Union	South Korea
Korean Federation of Tourist & Service Industry Workers' Unions	South Korea
Korean Construction Industry Workers Union (KCIWU)	South Korea
Kowloon Canton Railway Workers' Union	Hong Kong
Kurdistan Transport Unions	Iraq
Kuwait Ports Foundation Workers Union	Kuwait
Labor Committee of Aden Container Terminal	Yemen
Sindicato La Fraternidad	Argentina
ACV Puls	Belgium
Latvian Railway and Transport Industry Trade Union	Latvia

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Latvian Seafarers' Union of Merchant Fleet	Latvia
Latvian Trade Union of Public Services and Transport Workers LAKRS	Latvia
Lebanese Cabin Crew Association	Lebanon
Lebanese Seaman's Syndicate	Lebanon
LEDARNA	Sweden
Libyan General Federation of Trade Unions	Libya
Lithuanian Seafarers' Union	Lithuania
Lithuanian Transport Workers' Federation	Lithuania
The Madras Port Trust Employees' Union	India
Maharashtra State Transport Kamgar Sanghatana	India
Maharashtra S.T. Workers Congress (MHSTWC)	India
Marine Transport Workers' Trade Union of Ukraine	Ukraine
Maritime and Dockworkers' Union (Ghana)	Ghana
Maritime Union of Australia	Australia
Maritime Union of New Zealand	New Zealand
Maritime Workers' Union of Nigeria	Nigeria
The Maritime Union of India	India
Maskinmeistarafelagid	Faroe Islands
Maskinmestrenes Forening	Denmark
Matatu Workers Union	Kenya
Medium and Small Union Group for Transport Workers	Japan
Merchant Navy Officers' Guild - Hong Kong	Hong Kong
Mongolian Transport, Communication & Petroleum Workers' Union	Mongolia
Motor Transport & Road Workers' Union of Russia	Russia
Motor Transport and Road Construction Workers Union of Azerbaijan	Azerbaijan
Mumbai Port Trust, Dock and General Employees' Union	India
Namibian Transport and Allied Workers' Union (NATAU)	Namibia
National Air Traffic Controllers' Association	USA
National Airline Employees' Association	Papua New Guinea
National Airways Workers' Unions (NAWU)	Zimbabwe
Unifor	Canada
National Chinese Seamen's Union (NCSU)	Taiwan
First Union (Inc)	New Zealand
National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)	Japan



International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)	Japan
National Federation of Indian Railwaymen	India
Marine Engineers' Beneficial Association	USA
National Maritime Section NSZZ 'Solidarnosc'	Poland
Dock, Maritime, Shipyard and Warehouse Workers' Union of Turkey (LİMAN-İŞ)	Turkey
National Railway Workers' Union (KOKURO)	Japan
National Section of Port Workers NSZZ "Solidarnosc"	Poland
National Transport Workers' Union	Singapore
National Confederation of Transport Workers' Union (NCTU)	Philippines
National Union of Air Transport Employees	Nigeria
National Union of Public Workers	Barbados
National Union of Rail, Maritime and Transport Workers (RMT)	Great Britain
National Union of Road Transport Workers	Nigeria
National Union of Seafarers of Peninsular Malaysia	Malaysia
National Union of Seafarers of India	India
National Union of Seafarers Sri Lanka	Sri Lanka
National Union of Seamen of India	India
National Union of Transport and Allied Workers (NUTAW)	Zambia
National Workers Union	St Lucia
National Union of Hospitality, Catering & Tourism Industries Employees	Fiji
National Union of Railway Workers - PODKREPA	Bulgaria
Krajowa Sekcja Transportu Drogowego NSZZ "Solidarność" (National Road Transport Section NSZZ "Solidarnosc")	Poland
National Union of Aviation and Allied Workers	Zambia
National Union of Teamsters and General Workers (NUTEG)	Ghana
National Union of Flight Attendants Malaysia	Malaysia
National Union of Transport Workers of Zimbabwe (NUTWZ)	Zimbabwe
Nautilus International (NL)	Netherlands
Nautilus International (UK)	Great Britain
Nautilus International (Switzerland)	Switzerland
New Maritime & General Kamgar Sanghatana	India
Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)	Nepal
New Mangalore Port Staff Association	India
E tū	New Zealand
New Zealand Merchant Service Guild Industrial Union of Workers Inc.	New Zealand

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
National Taxi Workers Alliance	USA
Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association	Nigeria
Nigeria Union of Railway Workers	Nigeria
Norsk Jernbaneforbund	Norway
Norsk Kabinforening (Cabin Crew Union Norway)	Norway
Norsk Lokomotivmannsforbund	Norway
Norsk Sjømannsforbund (Norwegian Seafarers' Union)	Norway
Norsk Sjøoffisersforbund	Norway
Odborové Sdružení Železničáru (Czech Railway Workers' Trade Union)	Czech Republic
OGB-L (Onafhängege Gewerkschaftsbond Lëtzebuerg)	Luxembourg
Orden de Capitanes y Pilotos Navales de la República Mexicana, Similares y Conexos	Mexico
Organisation des Travailleurs Unis du Congo	Congo, DR
Pakistan Merchant Navy Officers' Association	Pakistan
Pakistan Seamen's Union	Pakistan
Pakistan Airlines Cabin Crew Association	Pakistan
Pakistan International Container Terminal Limited Democratic Employees Union (PICT DEU)	Pakistan
Palestine Bus Drivers General Union	Palestine
Unión de Prácticos del Canal de Panamá (Panama Canal Pilots Union)	Panama
Pan-Hellenic Seamen's Federation (PNO)	Greece
Panama Area Metal Trades Council (PAMTC)	Panama
Papua New Guinea Maritime and Transport Workers Union	Papua New Guinea
Paradip Port Workers' Union	India
Parat	Norway
Philippine Airline Employees' Association - PALEA - TUCP	Philippines
Associated Philippine Seafarers' Union, APSU (ALU-TUCP)	Philippines
PISTON Land Transport Coalition	Philippines
Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów I Marynarzy)	Poland
Port Officers' Union	Singapore
Port Workers' Union of the Philippines (PWUP)	Philippines
Private Motor Transport Workers' Union, U.P	India
Professional Aviation Safety Specialists, ALF-CIO (PASS)	USA
Prospect	Great Britain
Public and Commercial Services Union	Great Britain
Public Transport Operators Union	Kenya

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Rail and Maritime Transport Union Inc.	New Zealand
Railway and Allied Workers' Union (RAWU)	Kenya
Railway Workers' Trade Union of Croatia	Croatia
Railway Workers' Trade Union of Turkey (DEMİRYOL-İŞ)	Turkey
Railway Workers' Union (Open Line)	Pakistan
The Railwaymen's Union of Malaysia	Malaysia
Rautatiealan Unioni (Railway Union) - RAU	Finland
Rashtriya Mazdoor Sangh	India
Repulogep-Muszakiak Fuggetlen Szakszervezete - Aircraft Technicians' Independent Trade Union	Hungary
Romanian Seafarers' Free Union	Romania
Samoa First Union (SFU)	Samoa
Seafarers & Maritime Workers' Union of Western Russia	Russia
Seafarers' International Union of Canada (SIU)	Canada
Seafarers' International Union (SIU)	USA
Bulgarian Seafarers' Trade Union	Bulgaria
Seafarers Union of Russia	Russia
Seamen and Waterfront Workers' Trade Union	Trinidad
Seamen's & Fishermen's Trade Unions Federation	Poland
Seamen's Syndicate	Bulgaria
Seafarers Union of Kenya	Kenya
Sindikat Pomorščakov Slovenije (Seamen's Union of Slovenia)	Slovenia
Secteur Cheminots de la Centrale Générale des Services Publics	Belgium
ACOD/CGSP Telecom Vliegwezen/Aviation	Belgium
Seko service och kommunikationsfacket	Sweden
Sekar Sejahtera ACS (SS-ACS)	Indonesia
Serbian Cabin Crew Union (SCCU)	Serbia
Serikat Pekerja Terminal Petikemas Koja	Indonesia
Service Employees' International Union	USA
Services, Industrial, Professional and Technical Union (SIPTU)	Ireland
Serikat Karyawan PT Garuda Indonesia Tbk (SEKARGA)	Indonesia
SEV - Gewerkschaft des Verkehrspersonal	Switzerland
Shivsangram Taxi and Rickshaw Union	India
Shipping and Customs Clearing Agents Trade Union (SCCATU)	Malawi
Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)	Portugal

International Transport Workers' Federation

Affiliated unions at 31st December 2019	Country
Sindicato da Mestrança e Marinhagem de Camaras da Marinha Mercante (SMMCMM)	Portugal
Sindicato de Capitães e Oficiais da Marinha Mercante - Sincomar	Portugal
Sindicato Conductores Navales de la República Argentina	Argentina
Sindicato de Maniobristas, Carretilleros, Cargadores, Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz	Mexico
Sindicato de Obreros Marítimos Unidos	Argentina
Sindicato Interempresa de Oficiales de Marina Mercante	Chile
Sindicato de Trabajadores de Empresa Portuaria Quetzal	Guatemala
Sindicato de Trabajadores de JAPDEVA y Afines Portuarios (SINTRAJAP)	Costa Rica
Sindicato de Trabajadores de la Entidad Dirección General de Transportes del Ministerio de Comunicaciones Infraestructura y Vivienda	Guatemala
Sindicato de Trabajadores de la Industria Portuaria de El Salvador (STIPES)	El Salvador
Sindicato de Trabajadores de la Industria Portuaria, Marítima y Similares	Honduras
Sindicato de Trabajadores de Servicios Marítimos, Remolcadores, Barcazas y Afines de Panamá	Panamá
Sindicato de Trabajadores Interempresas de Compañías Navieras	Chile
Sindicato de Trabajadoras y Trabajadores de la Industria Aeroportuaria de el Salvador y Conexos (SITTEAIES)	El Salvador
Sindicato de Trabajadores Unidos de Empornac	Guatemala
Sindicato de Transportes, Telecomunicações, Hotelaria e Turismo	Cape Verde
Sindicato de Tripulantes de Cabina de Lan Perú S.A	Peru
Sindicato de Tripulantes de Cabina de Lan Express	Chile
Sindicato Nacional de Tripulantes de Cabina de la Empresa LATAM Airlines Group (STCLA)	Chile
Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro	Brazil
Sindicato dos Engenheiros da Marinha Mercante (SEMM)	Portugal
Sindicato Electricistas Electronicistas Navales	Argentina
Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina	Argentina
Sindicato Interempresas de Oficiales Motoristas de la Marina Mercante Nacional (SIOMOT)	Chile
Sindicato Interempresas Profesional de Oficiales de la Marina Mercante (SIPROMAM)	Chile
Sindicato Nacional de Controladores de Tránsito Aéreo (SINACTA)	Mexico
Sindicato Nacional de Pilotos de Puerto (SNPP)	Mexico
Sindicato Nacional de Trabajadores de la Industria de la Aviación, Logística, Similares y Conexos de la República de Panamá (SIELAS)	Panamá
Sindicato Nacional de Trabajadores de Rama, Servicios de la Industria del Transporte y Logística de Colombia (SNTT)	Colombia
Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)	Mozambique
Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos (SINA)	Brazil
Sindicato Nacional Héroes y Mártires del Ministerio de Transporte e Infraestructura	Nicaragua
Sindikar Pomoraca Hrvatske (Seafarers' Union of Croatia)	Croatia
Sindikar Strojovoda Hrvatske - Railroad Engineer Trade Union of Croatia (RETUC)	Croatia

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Sindikat strojevodij Slovenije (Locomotive Driver's Union of Slovenia)	Slovenia
Sindikat Železnicarjev Slovenije	Slovenia
Sindikatu Maritima, Energia no Transporte Timor-Leste (SMETTL)	Timor-Leste
Singapore Maritime Officers' Union (SMOU)	Singapore
Singapore Organisation of Seamen (SOS)	Singapore
Singapore Port Workers' Union	Singapore
Sindicato del Personal de Dragado y Balizamiento (SIPEDYB)	Argentina
Sindicato Único de los Trabajadores de los Peajes y Afines (SUTPA)	Argentina
Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro (SINPOCAF)	Mozambique
Sindicato Nacional dos Trabalhadores da Industria Hoteleira, Turismo e Similares (SINTIHOTS)	Mozambique
Sindicato de Trabajadores de Aerolane	Ecuador
Sindicato Nacional dos Trabalhadores da Marinha Mercante e Pescas (SINTMAP)	Mozambique
Sindicato Único de Trabajadores Marítimos y Portuarios del Puerto del Callao (SUTRAMPORPC)	Peru
Sindicato de Tripulantes de TAM - STT de la Empresa Transportes Aéreos del Mercosur SA (TAM) Paraguay	Paraguay
Sindicato Unitario de los Trabajadores de APM Terminals (SUTRAPMT)	Peru
Sindicato de Trabajadores de Petrolera Transoceánica S.A. (SITPETRANSO)	Peru
Sindicato Panameño de Auxiliares de Abordo (SIPANAB)	Panama
Sindicato Nacional dos Profissionais de Estiva e Oficios Correlativos (SINPEOC)	Mozambique
Sindicato dos Trabalhadores nas Empresas de Transporte Aéreo do Município do Rio de Janeiro (SIMARJ)	Brazil
Sindicato de Trabajadores de la Empresa CCT (SITRACOLCONT)	Panama
Sindicato de Trabajadores de la Empresa Transporte Masivo de Panamá (SITMAPA)	Panama
Sindicato Nacional dos Motoristas e Ciclomotorista da Administração Publica Privado e Afins (SIMAPPA)	Guinea-Bissau
Sindicato Nacional dos Trabalhadores da Aviação Civil Correios e Comunicação	Mozambique
Sindicato Único de Técnicos Aeronáuticos de Lan Perú (SITALANPE)	Peru
Sindicato Nacional de Trabajadores DHL Chile S.A. (Sindicato N ° 1)	Chile
Sindicato de los Trabajadores del Transporte Aéreo Colombiano (SINTRATAC)	Colombia
Sindicato de Trabajadores de la Empresa Aviam LTD (SITRAVIAM)	Dominican Republic
Sindicato de Tripulantes de Cabina, Agentes de Servicio al Pasajero e Instructores de Trans American Airlines S.A. (SINTAITRA)	Peru
Sindicato Flota Petrolera e Hidrocarburifera (SUPeH FLOTA)	Argentina
Sindicato de Trabajadores de la Industria y Productos del Mar (SITIPMAR)	Panama
Sindicato de Trabajadores del Metro de Panama, S.A. (SITRAMEP)	Panama
Sindicato Nacional de Trabajadores de Transporte de Pasajeros, Carga En General Y similares De La Republica De Panama (SINTRAPACASIPA)	Panama
Sindicato de Técnicos en Mantenimiento de Aeronaves de Panamá (SITECMAP)	Panama
Sindicato General de Trabajadores de la Industria del Transporte y Afines de El Salvador (SGTITAS)	El Salvador

International Transport Workers' Federation

Affiliated unions at 31st December 2019	Country
Sindicato de Trabajadores de la Empresa PSA Panama International Terminal, S.A. (SITRAEPSAPIT)	Panama
Sindicato de Trabajadores de APM Terminals Quetzal (SINTRAB-APMTQ)	Guatemala
Sindicato De Trabajadores Oficiales De La Empresa De Transporte Del Tercer Milenio Transmilenio S.A (SINTRATRANSMILENIO)	Colombia
Sindicato de Tripulantes de Naviera Transoceanica (SINTRI-NAVITRANSO)	Peru
Sindicato dos Motoristas, Condutores de Veiculos Rodoviaros Urbanos e em Geral, Trabalhadores em Transportes Rodoviaros de Pato Branco (SINTROPAB)	Brazil
Sindicato dos Trabalhadores em Transportes Rodoviaros de Santos e Regiao (Sindrod-Santos)	Brazil
Sjómannafélag Island (Iceland Seaman's Union)	Iceland
Sjöbefälsföreningen (Maritime Officers' Association)	Sweden
Society of Aircraft Engineers of Biman (SAEB)	Bangladesh
Lederne Soefart - Dansk Navigatoerforening - Danish Maritime Officers	Denmark
Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE	Congo, DR
Workers' Union of Solomon Islands	Solomon Islands
South African Transport & Allied Workers' Union (SATAWU)	South Africa
South Asia Pakistan Terminal Ltd Democratic Workers Union (SAPTL - DWU)	Pakistan
Sindicato Independiente de Tripulantes de Cabina de Pasajeros de Líneas Aéreas (SITCPLA)	Spain
Sri Lanka Nidahas Sewaka Sangamaya	Sri Lanka
State Enterprise Labour Union of Expressway Authority of Thailand (LU-EXAT)	Thailand
State Railway Workers' Union of Thailand (SRUT)	Thailand
State Enterprise Worker's Union of Thailand Post Co. Ltd (SEWU-THP)	Thailand
St Lucia Seamen, Waterfront and General Workers' Trade Union	St Lucia
Suomen Konepäällystöliitto - Finlands Maskinbefälsförbund - Finnish Engineers Association	Finland
Suomen Laivanpäällystöliitto r.y. (Finlands Skeppsbefälsförbund)	Finland
Finnish Seafarers' Union FSU	Finland
Svenska Kommunalarbetareförbundet	Sweden
Svenska Transportarbetareförbundet	Sweden
Swaziland Transport Communication & Allied Workers Union (SWATCAWU)	eSwatini
Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin	Benin
Syndicat Démocratique des Techniciens du Sénégal-Secteur d'Activité Professionnelle/Aviation Civile (SDTS/SAP/AC)	Senegal
Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)	Niger
Syndicat des Conducteurs de Taxi de Côte d'Ivoire (SCTCI)	Côte d'Ivoire
Syndicat des débardeurs de Montréal, SCFP section locale 375	Canada
Syndicat des Dockers du Port de San Pedro (SYDOPSA)	Côte d'Ivoire
Syndicat des Employés, Techniciens et Cadres de Belgique	Belgium
Syndicat des Marins Ivoiriens au Commerce (SYMICOM)	Côte d'Ivoire

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Syndicat des Marins Pêcheurs de Côte d'Ivoire	Côte d'Ivoire
Syndicat des Travailleurs de la SOTRA (SYNTRAS)	Côte d'Ivoire
Syndicat des Travailleurs de l'Aviation Civile (SYTAC)	Congo, DR
Syndicat des Travailleurs de Transport et Communication (SYTRACOM)	Congo, DR
Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)	Togo
Union des Routiers du Sénégal (URS)	Senegal
Fédération Nationale des Travailleurs des Transports, du Social et de l'Informel (FNST-SI)	Burundi
Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)	Togo
Syndicat des Travailleurs du Rail (SYTRAIL)	Mali
Syndicat des Travailleurs du Rail (SYNTRARAIL)	Côte d'Ivoire
Syndicat du Personnel de l'Aéroport International FHB d'Abidjan (SYNPAERIA)	Côte d'Ivoire
Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)	Côte d'Ivoire
Syndicat du Personnel du Port Autonome de San Pedro (SYPPASP)	Côte d'Ivoire
Syndicat Général Maritime de Madagascar	Madagascar
Fédération National des Cheminots (FNC)	Algeria
Syndicat National des Agents de la SODEXAM (SYNADEXAM)	Côte d'Ivoire
Syndicat National des Chauffeurs et Conducteurs Routiers (SYNACOR)	Mali
Fédération Nationale des Travailleurs des Transports (FNST)	Mali
Syndicat National des Conducteurs des Mini-Bus du Niger	Niger
Syndicat National des Transitaires Mandataires du Togo (SYNATRAM)	Togo
Syndicat National des Travailleurs(euses) Autonomes de l'économie informelle	Niger
Syndicat National des Travailleurs de la Marine Marchande (SNTMM)	Senegal
Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)	Burkina Faso
Syndicat Unique des Conducteurs de Taxis du Niger (SUCOTAN)	Niger
Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal (SUTTAAAS)	Senegal
Syndicat Unique des Travailleurs du Port Autonome d'Abidjan	Côte d'Ivoire
Syndicate of Workers of Tehran and Suburbs Bus Company (Sandikaye Kargarane Sherkate Vahed)	Iran
Syndicat des Travailleurs Responsables du Congo	Congo, DR
Syndicate of Middle East Airlines and Affiliate Companies	Lebanon
Syndicat National des Dockers du Togo	Togo
Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie	Benin
Syndicat Maritime Nord (SMN)	France
Syndicat National des Marins du Bénin (SYNAMAB)	Benin
Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA et de la SALT-STAMAS	Togo

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Syndicat National des Travailleurs de la Marine de Pêche de Commerce et des Branches Annexes du Sénégal (SNTMPCBAS)	Senegal
Syndicat Unique de la Météorologie et de l'Aviation Civile	Niger
Confédération des Syndicats du Secteur Pétrolier Offshore et Onshore (COSYSPOO)	Côte d'Ivoire
Syndicat Autonome des Ouvriers des Transports et des Activités Connexe du GABON (SAOTCG)	Gabon
Syndicat National des Travailleurs du Secteur des Industries Extractives (SYNATIEX)	Gabon
Syndicat National des Travailleurs du Transport Aérien Catering et Activités Connexes du Cameroun (SNTTAAC)	Cameroon
Syndicat des Aiguilleurs du Ciel en Côte d'Ivoire (SYNACCI)	Côte d'Ivoire
Syndicat National des Inscrits Maritimes et Assimilés du Cameroun (SYNIMAC)	Cameroon
Syndicat des Travailleurs de l'Aéroport (SYNTAERO)	Mali
Syndicat Des Pecheurs Et Mareyeuses du Gabon (SPMG)	Gabon
Syndicat Des Travailleurs De Gabon Port Managment (SYNAT-GPM)	Gabon
Syndicat National des Employés de la Sécurité de la Navigation Aérienne (SNESAC)	Cameroon
Syndicat National des Travailleurs des Transports Aériens du Cameroun (STTA)	Cameroon
Syndicat National Libre Des Dockers Et Activités Connexes Du Cameroun (SYNALIDOAC)	Cameroon
Syndicat Unifié Des Chauffeurs Et Conducteurs Du Tchad (SUCCT)	Chad
Syndicat Autonome des Conducteurs Professionnels et Routier (SYACPRO-CI)	Côte d'Ivoire
Syndicat Démocratique des Travailleurs du Transport Routier (SDTR/3D)	Senegal
Taipei Travel Labour Union	Taiwan
Taiwan Dock Workers' Federation	Taiwan
Tamil Nadu Road Transport Workers' HMS Federation	India
Tanzania Seafarers' Union	Tanzania
Zanzibar Seafarers Union	Tanzania
Sindicatul National Tehnic TAROM (TAROM National Technical Trade Union)	Romania
Teamsters Canada	Canada
Thai Airways International Union	Thailand
Thai Seafarer Association	Thailand
Thai Airways Employees' Association	India
Professional Syndicate of Seafarers (PSS)	Egypt
The Transport Industry Trade Union of Rail, Road, Air and Inland Navigation Workers of the Kazakhstan Republic	Kazakhstan
The State Enterprise Electrified Train Workers' Union (SEETU)	Thailand
The Maharashtra Rajya Rashtriya Kamgar Sangh (MRRKS)	India
The Marine Officers Union (MOU)	Egypt
Japan Federation of Service & Tourism Industries Workers' Unions (Service Rengo)	Japan
The Trade Union for the Public and Welfare Sectors (JHL)	Finland



International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Trade Union of Jakarta International Container Terminal	Indonesia
Trade Union of Railway Workers and Transport Constructors of Ukraine	Ukraine
Trade Union of Railwaymen and Transport Construction Workers Union of Kyrgyz Republic	Kyrgyzstan
Trade Union of Railwaymen and Transport Construction Workers of Russia	Russia
Trade Union of Railwaymen of Serbia	Serbia
Trade Union of Transport and Communications	North Macedonia
Trade Union of Sihanoukville Port	Cambodia
Transport & Communications Workers' Federation	Eritrea
Transport & Communication Workers' Unions Industrial Federation	Ethiopia
Transport & Dockworkers' Union, Kandla	India
Transport & General Workers' Union	Malawi
Transport & Dockworkers' Union, Mumbai	India
Transport and General Workers' Union	Zimbabwe
Transport Company Ltd State Enterprise Employees' Union (TRAN-U)	Thailand
Transport Salaried Staffs' Association (TSSA)	Great Britain
Transport Workers' Division of Histadrut	Israel
Transport Workers' Union (TWU)	Fiji
Transport Workers' Union of America	USA
Transport Workers' Union of Australia	Australia
Transportation Communications International Union (TCU)	USA
Transport Workers Union Kenya	Kenya
Trade Union of Revolutionary Land Transportation Workers of Turkey (NAKLİYAT-İŞ)	Turkey
Transport & Dock Workers' Union, Chennai	India
Transport Employees Union Bihar (TEU)	India
Türkiye Denizciler Sendikası (Seafarers' Union of Turkey) (TÜRK DENİZ-İŞ)	Turkey
Tüm Taşıma İşçileri Sendikası (All Transport Workers' Union of Turkey) (TÜMTİS)	Turkey
Tuticorin Port Mariners' and General Staff Union	India
Tuticorin PSA SICAL Container Terminal Staff Union	India
Tuvalu Overseas Seafarer's Union (TOSU)	Tuvalu
Latvijas Udenstransporta darbinieku federatīva arodbiedrība – Federative Water transport workers union	Latvia
Uganda Railway Workers' Union	Uganda
UILTRASPORTI	Italy
Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines (UTT)	Uruguay
Unión de Capitanes y Oficiales de la Marina Mercante	Uruguay

International Transport Workers' Federation

<b>Affiliated unions at 31st December 2019</b>	<b>Country</b>
Unión de Estibadores y Jornaleros del Puerto de Veracruz	Mexico
Unión de Ingenieros Marinos (UIM)	Panama
Unión de Marineros Mercantes y de Pesca Colombianos	Colombia
Unión del Personal Superior y Profesional de Empresas Aerocomerciales	Argentina
Union des Chauffeurs routiers du Burkina	Burkina Faso
Union des Routiers du Togo	Togo
Union des Syndicats UMT des Transports	Morocco
Unión Ferroviaria (UF)	Argentina
Union Nationale des Syndicats Autonomes (UNSA Transports)	France
Union of Beirut Port Employees	Lebanon
Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)	Malaysia
Union of Shop, Distributive & Allied Workers	Great Britain
Unión Sindical Obrera Sector Transporte Aéreo (USO-STA)	Spain
Unión Tranviarios Automotor (UTA)	Argentina
Unionen	Sweden
UNITE HERE	USA
Unite The Union	Great Britain
United Minibus Union (UMU)	Guyana
United Seamen, Ports and General Workers' Union of Liberia (USPOGUL)	Liberia
Federation of Transport, Transloc and Public Services - ATU Romania	Romania
UNIA	Switzerland
United Workers' Union of Liberia	Liberia
Unión Panameña de Aviadores Comerciales	Panama
Unión de Capitanes y Oficiales de Cubierta	Panama
Union of Trekking, Travel, Rafting, Airlines Workers Nepal (UNITRAV)	Nepal
Union pour la Solidarité Agissante (USA)	Congo, DR
Unión de Aviadores de Líneas Aérea (UALA)	Argentina
Union des Syndicats et des Travailleurs du Secteur Multimodal du Gabon (USYTZPOG)	Gabon
Iraqi Syndicate of Marine (ISM)	Iraq
Usukana Wa Massiwa (UWM)	Comoros
Vasúti Dolgozók Szabad Szakszervezete Szolidaritás (Free Trade Union of Railway Workers Solidarity)	Hungary
Vereinte Dienstleistungsgewerkschaft (ver.di)	Germany
Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)	Ukraine
The Visakhapatnam Dock Labour Board and Dock Workers' Union	India

International Transport Workers' Federation

Affiliated unions at 31st December 2019	Country
The Visakhapatnam Port Employees' Union	India
VM - Félag vélstóra og málmþæknumanna (Icelandic Union of Marine Engineers and Metal Technicians)	Iceland
Schweizerischer Verband des Personals Öffentlicher Dienste	Switzerland
Waterfront & Allied Workers' Union	Dominica
Wingspan Workers' Union	Thailand
Workers Union & Affiliation of Iraqi Ports Company	Iraq
Workers Union of Kuwait Airways & Subsidiaries	Kuwait
Workers Union in the Ministry of Transportation	Kuwait
Yemeni Aviation Engineers Syndicate	Yemen
Yemen Pilots & Flight Engineers Union	Yemen
Yrkestrafikkforbundet	Norway
Zimbabwe Amalgamated Railway Workers' Union	Zimbabwe



## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
<b>Federation and other bodies</b>	
Union building project donor funding	709
<b>Total federation and other bodies</b>	
	<b>709</b>
<b>Any Other Sources</b>	
Miscellaneous	3
<b>Total other sources</b>	
	<b>3</b>
<b>Total of all other income</b>	
	<b>712</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		<b>brought forward</b>	
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
<b>carried forward</b>		<b>Total (should agree with figure in General Fund)</b>	

(See notes 21 and 23)

<b>Fund 2</b>		<b>Fund Account</b>	
<b>Name:</b>	Seafarers' International Assistance, Welfare & Protection Fund	<b>£000</b>	<b>£000</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		1,388
	Other income (specify)		
	Miscellaneous		6
	Welfare contributions		50,225
	Gain / (loss) on investments		8,727
	<b>Total other income as specified</b>		58,958
	<b>Total Income</b>		60,346
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		1,177
	Administrative expenses and other expenditure (as at page 10)		53,789
	<b>Total Expenditure</b>		54,966
	Interfund Transfers OUT		2,926
	<b>Surplus (Deficit) for the year</b>		5,380
	<b>Amount of fund at beginning of year</b>		95,704
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		98,158
	<b>Number of members contributing at end of year</b>		

<b>Fund 3</b>		<b>Fund Account</b>	
<b>Name:</b>	Sustainable Transport Fund	<b>£000</b>	<b>£000</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		1,000
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		1,000
	<b>Number of members contributing at end of year</b>		

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Congress Fund	£000	£000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Grant from Singapore Tourist Board		144
		<b>Total other income as specified</b>	144
		<b>Total Income</b>	144
		Interfund Transfers IN	1,900
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		61
		<b>Total Expenditure</b>	61
		Interfund Transfers OUT	
		<b>Surplus (Deficit) for the year</b>	83
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	1,983
		<b>Number of members contributing at end of year</b>	

Fund 5		Fund Account	
Name:		£000	£000
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		<b>Total other income as specified</b>	
		<b>Total Income</b>	
		Interfund Transfers IN	
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		<b>Total Expenditure</b>	
		Interfund Transfers OUT	
		<b>Surplus (Deficit) for the year</b>	
		<b>Amount of fund at beginning of year</b>	
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	
		<b>Number of members contributing at end of year</b>	







## Political fund account

(see notes 24 to 33)

£000

£000

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
<b>Income</b>	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
		Total income	
<b>Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period</b>			
	<b>Expenditure A</b> (as at page i)		
	<b>Expenditure B</b> (as at page ii)		
	<b>Expenditure C</b> (as at page iii)		
	<b>Expenditure D</b> (as at page iv)		
	<b>Expenditure E</b> (as at page v)		
	<b>Expenditure F</b> (as at page vi)		
	<b>Non-political expenditure</b> (as at page vii)		
		Total expenditure	
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as <u>Balance Sheet</u> )	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	
<b>Political fund account 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
Other income (specify)			
		Total other income as specified	
		Total income	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	















**Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations  
(consolidation) act 1992**

**For expenditure not falling within section 72 (1) the required information is-**

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000

Total expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£000

Total expenditure

(c) the total amount of all other money expended	£

Total expenditure

**Total of all expenditures**

## Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

	£000
<b>Administrative Expenses</b>	
Remuneration and expenses of staff	16,271
Salaries and Wages included in above	9,319
Auditors' fees	67
Legal and Professional fees	1,983
Occupancy costs	1,051
Stationery, printing, postage, telephone, etc.	368
Expenses of Executive Committee (Head Office)	510
Expenses of conferences	4,347
Other administrative expenses (specify)	
Publications & public relations	2,668
Computer systems maintenance	1,146
Inspectorate representation	14,500
Grants & membership fees	1,441
Investment & bank charges	228
General expenses	56
<b>Other Outgoings</b>	
Depreciation	1,395
Taxation	1,366
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Contribution to IBF Fund	6,057
Foreign currency exchange loss	732
Donation to ITF Seafarers' Trust	1,600
Pension scheme defined benefit adjustments	5,179
<b>Total</b>	<b>60,965</b>
Charged to:	
General Fund (Page 3)	7,115
Seafarers' International Assistance, Welfare & Protection Fund	53,789
Sustainable Transport Fund	
Congress Fund	61
<b>Total</b>	<b>60,965</b>



# Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			
Dividends (gross) from:			1,328
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			67
Other investment income (specify)			
			1,395
		Total investment income	1,395
		Credited to:	
		General Fund (Page 3)	7
		Seafarers' International Assistance, Welfare & Protection Fund	1,388
		Sustainable Transport Fund	
		Congress Fund	
		Political Fund	
		Total Investment Funds	1,395



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
<b>Cost or Valuation</b>						
At start of year	16,727	12,439	7,062	92		36,320
Additions	3,255		489			3,744
Disposals				-18		-18
Revaluation/Transfers						
At end of year	19,982	12,439	7,551	74		40,046
<b>Accumulated Depreciation</b>						
At start of year	2,880	996	4,940	73		8,889
Charges for year	349	249	778	19		1,395
Disposals				-18		-18
Revaluation/Transfers						
At end of year	3,229	1,245	5,718	74		10,266
<b>Net book value at end of year</b>	16,753	11,194	1,833			29,780
<b>Net book value at end of previous year</b>	13,847	11,443	2,122	19		27,431

## Analysis of investments

(see notes 58 and 59)

	All Funds Except Political Funds £000	Political Fund £000
<b>Quoted</b>		
Equities (e.g. Shares)	68,184	
Government Securities (Gilts)	35,746	
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	103,930	
Market Value of Quoted Investment	103,930	
<b>Unquoted</b>		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments		



# Analysis of investment income (controlling interests)

(see notes 60 and 61)

**Does the union, or any constituent part of the union, have a controlling interest in any limited company?**

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
---	-----------------------------

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Internat'l Transport Workers' Federation (Nominees) Ltd	01426561

**Are the shares which are controlled by the union registered in the names of the union's trustees?**

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	--

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders
Internat'l Transport Workers' Federation (Nominees) Ltd	Stephen Cotton, Paddy Crumlin

# Summary sheet

(see notes 62 to 73)

	<b>All funds except Political Funds £</b>	<b>Political Funds £</b>	<b>Total Funds £</b>
<b>Income</b>			
From Members	6,388		6,388
From Investments	1,395		1,395
Other Income (including increases by revaluation of assets)	59,814		59,814
<b>Total Income</b>	67,597		67,597
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	63,488		63,488
<b>Funds at beginning of year</b> (including reserves)	89,429		89,429
<b>Funds at end of year</b> (including reserves)	93,538		93,538
<b>Assets</b>			
Fixed Assets			29,780
Investment Assets			103,930
Other Assets			12,917
		<b>Total Assets</b>	146,627
<b>Liabilities</b>		<b>Total Liabilities</b>	53,089
<b>Net Assets (Total Assets less Total Liabilities)</b>			93,538

**Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>	<b>No</b>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
<b>Ballot 1</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 2</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
<b>Ballot 3</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> <sup>1</sup>
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> <sup>2</sup>
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> <sup>3</sup>
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

**Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

**Ballot 4**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 5**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 6**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

(see note 81)

**\*Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

**Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO**

No

If **YES**, for each industrial action taken please complete the information below:

**Industrial Action 1**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**use a continuation page if necessary**

**Industrial Action 4**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 5**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 6**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 7**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 8**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

## Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

See attached notes to the financial statements

<b>6. Activities</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Meetings, conferences and activities:		
Fares	2,011	1,595
Hotel and subsistence	1,380	1,178
Translations	218	258
Invitations and hospitality	160	162
Interpretation	225	160
Other meeting costs	795	699
Congress expenditure	32	3,936
	<u>4,821</u>	<u>7,988</u>
Publications and public relations:		
Publication subscriptions	171	107
Printing and production	164	254
Library purchases	4	4
Graphic design and creative	11	30
Despatching costs	100	105
Other publications and research	2,161	2,660
Audio visual	35	8
Promotional material	22	37
	<u>2,668</u>	<u>3,205</u>
	<u>7,489</u>	<u>11,193</u>
<b>7. Staff</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Salaries	9,319	9,053
Employers national insurance	1,084	1,194
Normal employer pension contributions	1,759	1,734
Other benefits	1,242	1,065
Training and recruitment	140	100
	<u>13,544</u>	<u>13,146</u>
Pension scheme current service cost, excluding employer pension contributions	1,887	2,275
Pension scheme past service cost	-	182
Pension scheme net interest cost/(income)	840	753
	<u>16,271</u>	<u>16,356</u>
Remuneration in respect of the General Secretary:		
Salaries and employers national insurance	231	205
Normal employer pension contributions	26	26
	<u>257</u>	<u>231</u>
Remuneration in respect of other Officers:		
Salaries and employers national insurance	1,868	1,883
Normal employer pension contributions	246	292
	<u>2,114</u>	<u>2,175</u>



**7. Staff (continued)**

The 2018 pension scheme past service cost is a Guaranteed Minimum Pension (GMP) equalisation allowance. The GBP equalisation allowance was estimated by taking into account scheme specifics such as benefit structure and liability profile, resulting in an allowance of 0.25% of the defined benefit obligation, which equates to £182,000.

The General Secretary and other Officers are considered to be the key management personnel of ITF.

<b>8. Professional fees</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Fees payable to the auditor for audit services: Current year audit	60	73
Fees payable to the auditor for audit services: Previous year audit	7	8
Fees payable to the professional advisors for other services	-	66
General legal fees	623	797
Other	1,360	1,284
	<u>2,050</u>	<u>2,228</u>

A significant part of the work of the Welfare Fund is concerned with taking legal action on behalf of seafarers in the pursuance of claims against employers and others including injury, unpaid wages, unfair dismissal and other cases. Where necessary the ITF will also advance monies to seafarers pending the outcome and resolution of any action to be taken on their behalf. The ITF will also defend itself against certain ship owners and others who would seek to prevent it pursuing its objectives of helping seafarers. At any time the ITF has many ongoing legal cases and often these will have been active for several years. Wherever possible the ITF will seek to recover legal and other costs from ship owners.

<b>9. Office and administration expenditure</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Rent, rates, services and building maintenance	965	810
Computer systems maintenance	1,146	1,392
Stationery and office supplies	85	229
Data communications, telephone and postage	283	305
Insurance	86	130
Other	95	68
	<u>2,660</u>	<u>2,934</u>

<b>10. Inspectorate</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Reimbursement of staff costs	10,188	10,260
Hotel and travel	1,271	1,464
Office and other costs	1,661	1,645
Inspectorate development	900	634
Other	480	496
	<u>14,500</u>	<u>14,499</u>

<b>11. Other assistance &amp; donations</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Support to ETF	1,404	1,206
Other	1,213	502
	<u>2,617</u>	<u>1,708</u>

ETF is the European Transport Workers' Federation.

<b>12. Investment and bank charges</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Bank charges and interest	89	113
Investment management fees rebated	139	138
	<u>228</u>	<u>251</u>

During 2019 Investment management fees of £137,000 (2018 £138,000) were charged directly to the investment portfolios.

**13. Net (income)/expenditure before taxation - Shown by regional office and other (including Head Office)**

	2019	2018
	<u>£'000</u>	<u>£'000</u>
Regional offices:		
Africa - Abidjan	41	-
Africa - Nairobi	526	647
Africa - Ouagadougou	118	138
Arab World - Amman	451	481
Asia Pacific - Delhi	379	296
Asia Pacific - Hong Kong (FOC)	361	355
Asia Pacific - Singapore	220	103
Asia Pacific - Sydney	223	345
Asia Pacific - Tokyo	310	302
Latin America & Caribbean - Rio	847	891
North America - Montreal	142	100
	<u>3,618</u>	<u>3,658</u>
Other	(1,691)	(6,194)
	<u>1,927</u>	<u>(2,536)</u>

There was no income or expenditure for regional offices in the Congress Fund, Sustainable Transport Fund and Solidarity Fund. FOC office is Flags Of Convenience office.

<b>14. Tax on ordinary activities</b>	2019	2018
	<u>£'000</u>	<u>£'000</u>
Current tax	-	-
Prior year adjustment	280	-
Deferred tax	1,086	(1,184)
UK tax charge / (credit)	<u>1,366</u>	<u>(1,184)</u>
	2019	2018
	<u>£'000</u>	<u>£'000</u>
Profit/(loss) on ordinary activities multiplied by the standard rate of UK tax of 19.00% (2018: 19.00%)	366	(482)
Non-taxable income net of unrelieved operating losses	(650)	257
Non-trade charge unutilised	284	225
Prior year adjustment	280	-
Movement in deferred tax not recognised	-	-
	<u>280</u>	<u>-</u>
Deferred tax:		
Balance at cost at 1 January	636	1,820
Deferred tax charge/(credit)	1,086	(1,184)
Balance at 31 December	<u>1,722</u>	<u>636</u>

**15. Tangible fixed assets**

<b>Group:</b>	Land & Furniture & buildings	Furniture & equipment	Computer systems	Motor vehicles	Total
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Cost:					
At 1 January 2019	29,166	1,920	5,142	92	36,320
Additions	3,255	31	458	-	3,744
Disposals	-	-	-	(18)	(18)
At 31 December 2019	<u>32,421</u>	<u>1,951</u>	<u>5,600</u>	<u>74</u>	<u>40,046</u>
Accumulated depreciation:					
At 1 January 2019	(3,876)	(965)	(3,975)	(73)	(8,889)
Charge	(598)	(168)	(610)	(19)	(1,395)
Disposals	-	-	-	18	18
At 31 December 2019	<u>(4,474)</u>	<u>(1,133)</u>	<u>(4,585)</u>	<u>(74)</u>	<u>(10,266)</u>
Net book value:					
At 1 January 2019	25,290	955	1,167	19	27,431
At 31 December 2019	<u>27,947</u>	<u>818</u>	<u>1,015</u>	<u>-</u>	<u>29,780</u>

**15. Tangible fixed assets (continued)**

<b>Parent organisation:</b>	Land & Furniture & buildings	equipment	Computer systems	Total
	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
Cost:				
At 1 January 2019	29,166	1,920	5,142	36,228
Additions	3,255	31	458	3,744
Disposals	-	-	-	-
At 31 December 2019	<u>32,421</u>	<u>1,951</u>	<u>5,600</u>	<u>39,972</u>
Accumulated depreciation:				
At 1 January 2019	(3,876)	(965)	(3,975)	(8,816)
Charge	(598)	(168)	(610)	(1,376)
Disposals	-	-	-	-
At 31 December 2019	<u>(4,474)</u>	<u>(1,133)</u>	<u>(4,585)</u>	<u>(10,192)</u>
Net book value:				
At 1 January 2019	25,290	955	1,167	27,412
At 31 December 2019	<u>27,947</u>	<u>818</u>	<u>1,015</u>	<u>29,780</u>

**16. Investments**

	2019	2018
	<u>£'000</u>	<u>£'000</u>
Investments at cost at 1 January	86,469	85,695
Investment revaluation at 1 January	7,281	14,474
Investments at market value at 1 January	<u>93,750</u>	<u>100,169</u>
Changes to investments:		
Additions at cost	32,429	7,299
Disposals at cost	(29,897)	(6,525)
Unrealised gain/(loss)	7,648	(7,193)
Market value at 31 December	<u>103,930</u>	<u>93,750</u>
Market value at 31 December:		
Fixed interest securities & bond funds	35,746	35,414
Equities & property unit trusts	68,184	58,336
	<u>103,930</u>	<u>93,750</u>
Investment revaluation reserve:		
Investment revaluation at 1 January	7,281	14,474
Unrealised gain/(loss)	7,648	(7,193)
Investment revaluation at 31 December	<u>14,929</u>	<u>7,281</u>
Investments revaluation gain/(loss):		
Realised gain/(loss)	1,079	2,831
Unrealised gain/(loss)	7,648	(7,193)
	<u>8,727</u>	<u>(4,362)</u>

**16. Investments (continued)**

Details of the investments in which ITF holds share capital are as follows, as well as other regional office entities where ITF is a controlling member of the entity or where ITF has financial and operational control of the entity:

(a) Branches of the ITF. Consolidated in ITF group and the ITF parent organisation financial statements:

- In 2019, Regional office in Africa - Abidjan
- Regional office in Africa - Ouagadougou
- Regional office in Arab World - Amman
- Regional office in Asia Pacific - Delhi
- Regional office in Asia Pacific - Tokyo
- Regional office in Latin America & Caribbean - Rio

(b) Subsidiaries of ITF, where ITF controls 100% of voting rights. Consolidated in ITF group and in ITF parent organisation financial statements:

- International Transport Workers Federation (Nominees) Limited (Company Number 01426561)

(c) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL owns 100% of the shares. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- In 2019, Regional office in Asia Pacific - Sydney: International Transport Federation Pty Ltd (Australia Company Number 612056372)

(d) Subsidiaries of International Transport Workers Federation (Nominees) Limited ("ITFNL"), where ITF controls 100% of voting rights via ITFNL, ITFNL controls 100% of voting rights, and ITFNL holds 100% membership. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Asia Pacific - Singapore: International Transport Workers Federation Ltd (Certificate of Incorporation Number 201704703H)
- Regional office in North America - Montreal: Foundation International Transport Workers' Federation North America (Montreal) (Corporation Number 1055146-5)

(e) ITF has financial and operational control of the entity. Consolidated in ITF group, but not consolidated in ITF parent organisation financial statements:

- Regional office in Africa - Nairobi: International Transport Workers' Federation (African Regional Office) Limited (Certificate of Incorporation Number CPR/2014/160631)
- Regional office in Asia Pacific - Hong Kong: Hong Kong ITF (FOC) Campaign Office Limited (Certificate of Incorporation Number 1436069)
- In 2018, Regional office in Asia Pacific - Sydney: International Transport Federation Pty Ltd (Australia Company Number 612056372)

**17. Debtors**

	At 31 Dec 2019 <u>£'000</u>	At 31 Dec 2018 <u>£'000</u>
Amounts owed by affiliated unions: Affiliation fees	77	-
Amounts owed by affiliated unions: Other	27	30
Amounts owed by ITF Seafarers' Trust	64	133
Income tax recoverable	-	-
Debtors and advances	<u>3,359</u>	<u>3,083</u>
	<u>3,527</u>	<u>3,246</u>

Amounts owed by affiliated unions: Affiliation fees - These are stated net of a provision of £68,000 (2018 £28,000).

<b>18. Creditors: due within one year</b>	At 31 Dec 2019 <u>£'000</u>	At 31 Dec 2018 <u>£'000</u>
Amount owed to ITF Seafarers' Trust	-	-
Accrued expenses	9,134	6,187
Creditors and advances	3,943	4,768
	<u>13,077</u>	<u>10,955</u>

<b>19. Provision for liabilities and charges</b>	At 31 Dec 2019 <u>£'000</u>	At 31 Dec 2018 <u>£'000</u>
Deferred liabilities	250	231
Deferred taxation	1,722	636
	<u>1,972</u>	<u>867</u>

Deferred liabilities is made up of a provision for end of service gratuities for ITF employees which have been accrued in accordance with local legal requirements in ITF regional offices. Deferred tax has been provided on the potential loss on the investment portfolio which has been estimated as the market value of the investments at 31 December 2019 less the cost of the investments and indexation allowance. The potential loss is increased by management expenses.

## **20. Pension**

The ITF operates a defined benefits pension scheme, the ITF Retirement Benefits Scheme. The scheme funds are administered by trustees and are independent of ITF's financial statements. Benefits are based on employees' final remuneration and length of service. The pension cost is assessed in line with the advice of an independent qualified actuary on the basis of an annual valuation and charged to the Statement of Income and Retained Earnings. The FRS 102 figures are based on the results of the full actuarial Statutory Funding Valuation of the scheme as at 1 January 2017 and updated to 31 December 2019 using assumptions which are consistent with the requirements of FRS 102. In order to reflect the requirements of FRS 102 separately in the General Fund and Welfare Fund the defined benefit costs and the pension scheme asset or liability have been apportioned between the funds on the basis of the estimated proportion of pension costs applicable to each fund. In 2019 £226,378 was transferred from the Welfare Fund to the General Fund to adjust for 20.75% of the pension scheme asset or liability being apportioned to the General Fund at 31 December 2018 instead of 20.0% in accordance with the accounting policy (2018 none). The ITF expects to contribute approximately £1,700,000 to its defined benefit pension scheme in 2020.

**20. Pension (continued)**

		2019	2018
		<u>£'000</u>	<u>£'000</u>
Defined benefits pension asset/(liability):			
Fair value of scheme assets:			
At 1 January		37,606	37,765
Benefits paid		(1,221)	(950)
Normal employer contributions		1,731	1,609
Additional employer contributions to reduce the net pension liability		119	119
Member contributions		281	258
Interest income/(cost)		1,028	919
Remeasurement: Return on assets excluding interest income		2,946	(2,114)
At 31 December		<u>42,490</u>	<u>37,606</u>
		2019	2018
		<u>£'000</u>	<u>£'000</u>
Present value of scheme liabilities:			
At 1 January		67,859	68,065
Benefits paid		(1,221)	(950)
Member contributions		281	258
Current service cost		3,618	3,884
Past service cost		-	182
Interest (income)/cost		1,868	1,672
Remeasurement: Actuarial (gains)/losses: Change of basis		8,125	(5,252)
At 31 December		<u>80,530</u>	<u>67,859</u>
Defined benefits pension asset/(liability)		<u>(38,040)</u>	<u>(30,253)</u>
Attributable to General Fund	20%	(7,608)	(6,277)
Attributable to Welfare Fund	80%	(30,432)	(23,976)
		<u>(38,040)</u>	<u>(30,253)</u>

## Amounts recognised in the Statement of Income and Retained Earnings:

		2019	2018
		<u>£'000</u>	<u>£'000</u>
Current service cost		3,618	3,884
Past service cost		-	182
Net interest cost/(income)		840	753
		<u>4,458</u>	<u>4,819</u>
Attributable to General Fund	20%	892	498
Attributable to Welfare Fund	80%	3,566	4,321
		<u>4,458</u>	<u>4,819</u>

**20. Pension (continued)**

Amounts recognised in Other Comprehensive Income:		2019	2018
		<u>£'000</u>	<u>£'000</u>
Defined benefit obligation actuarial gain/(loss)		(8,125)	5,252
Actual return on assets less interest		2,946	(2,114)
		<u>(5,179)</u>	<u>3,138</u>
Attributable to General Fund	20%	(1,036)	272
Attributable to Welfare Fund	80%	(4,143)	2,866
		<u>(5,179)</u>	<u>3,138</u>
Major categories of scheme assets as a percentage of total scheme assets:		At 31 Dec 2019	At 31 Dec 2018
		<u>£'000</u>	<u>£'000</u>
Diversified Growth Fund Assets/Equities		84%	82%
LDI		5%	8%
Bonds		0%	0%
Gilts		0%	0%
Cash		0%	0%
Other assets		11%	10%
		<u>100%</u>	<u>100%</u>
Actual return on scheme assets from 1 January to 31 December		3,974	(1,195)
Principal assumptions used by the independent qualified actuary:		At 31 Dec 2019	At 31 Dec 2018
		<u>£'000</u>	<u>£'000</u>
Discount rate		1.90% pa	2.70% pa
RPI inflation		2.75% pa	3.20% pa
CPI inflation		2.00% pa	2.20% pa
Salary increase		4.25% pa	4.45% pa
Pension increases: RPI max 5% pa		2.70% pa	3.10% pa
Pension increases: RPI max 4% pa		2.60% pa	3.00% pa
Pension increases: CPI max 4% pa		1.90% pa	2.10% pa
Revaluation of deferred pensions in excess of GMP		2.00% pa	2.20% pa
Life expectancies: For a male aged 65 in 2018		22.6 yrs	23.1 yrs
Life expectancies: For a female aged 65 in 2018		23.7 yrs	24.1 yrs
Life expectancies: At age 65 for a male aged 45 in 2018		23.9 yrs	24.4 yrs
Life expectancies: At age 65 for a female aged 45 in 2018		25.1 yrs	25.6 yrs



<b>21. Obligations under leases</b>	At 31 Dec 2019 <u>£'000</u>	At 31 Dec 2018 <u>£'000</u>
Future minimum rentals payable under non-cancellable operating leases:		
Within 1 year	179	184
In 2 to 5 years	243	310
	<u>422</u>	<u>494</u>

At 31 December 2019 the ITF group had no future minimum rentals payable under non-cancellable operating leases of over 5 years, no finance leases and no hire purchase agreements (2018 none).

## **22. Capital commitment**

At 31 December 2019 the ITF group and ITF parent had capital commitments of £3,236,000, all of which related to a planned refurbishment of the office space in ITF House, the London headquarters of the ITF (2018 £127,000).

## **23. Contingent liability**

The 2011 ITF group and ITF parent balance sheet contained a liability of £4,094,000 for crew back pay and compensation awaiting distribution, plus an associated liability of £1,900,000 provision for interest on back pay. The source of the funds was unclaimed back pay recovered on behalf of seafarers and many of the balances dated back decades. Following a technical review of the balances the ITF believes that it was holding the balances as an agent on behalf of the seafarers and that the liability for the back pay and corresponding cash balances should not appear in the ITF group's and ITF parent's Statement of Financial Position. However, the ITF acknowledges an ongoing contingent liability to pay out a back pay claim plus interest to any seafarer or their dependent who can establish a reasonable case to show that funds had been received on their behalf by the ITF.

## **24. Related party transactions**

ITF receives affiliation fee income from affiliated unions. The ITF Executive Board members are elected at Congress, are made up of representatives from affiliated unions, and are unpaid except for expenses. Some affiliated unions are reimbursed for expenditure, including inspectorate expenditure.

**24. Related party transactions (continued)**

	2019	2019	At 31 Dec	At 31 Dec
	Income	Expend	2019	2019
		iture	Assets	Liabilities
<u>Related party (relationship)</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>	<u>£'000</u>
ITF Seafarers' Trust (connected person):				
Administrative support	80	-		
Gift aid donation	-	1,600		
2019	80	1,600	64	-
2018	85	1,500	133	-
Seafarers Rights International (connected person):				
Consultancy services on projects including Fair Treatment of Seafarers	-	100		
2019	-	100	-	-
2018	-	400	-	-
European Transport Workers' Federation (connected person):				
ITF support to European Transport Workers' Federation	-	1,483		
2019	-	1,483	-	247
2018	-	943	-	233
United Seamen's Service (connected person):				
Awards ceremony attendance & advertising	-	6		
2019	-	6	-	-
2018	-	2	-	-
Robert Johnston (connected person):				
Repayable loan in lieu of a relocation package	36	8		
2019	36	8	34	-
2018	-	60	62	-

# Accounting policies

(see notes 84 and 85)



## Signatures to the annual return

(see notes 86 & 87)

**Including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.**

Secretary's Signature:	Chairman's Signature:
	(or other official whose position should be stated)
Name: Stephen Cotton, General Secretary	Name: Adam Leadbetter, Finance Director
Date: 30th June 2020	Date: 30th June 2020

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<b>X</b>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<b>X</b>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<b>X</b>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<b>X</b>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<b>X</b>	No	
A member statement is: (see Note 80)	Enclosed	<b>X</b>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<b>X</b>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	<b>X</b>

# Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

**In our opinion the financial statements:**

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

### Auditor's report (continued)

See attached signed audit report

Signature(s) of auditor or auditors:

BDO LLP

Name(s):

BDO LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

55 Baker Street

London

Postcode

W1U 7EU

Date

30-Jun-20

Contact name for inquiries and  
telephone number:

Ben Courts  
+44 (0)20 3219 4597

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

## Independent Auditor's Report to the International Transport Workers' Federation

### Opinion

We have audited the financial statements of the International Transport Workers' Federation (the 'union') for the year ended 31 December 2019 which comprise the Group Statement of Income and Retained Earnings, the Group Statement of Financial Position, Group Statement of Cash Flows, Parent Organisation Statement of Financial Position and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2019 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the Executive Board's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Executive Board has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The Executive Board is responsible for the other information. The other information comprises the information included in the Executive Board Report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

## International Transport Workers' Federation

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the union and its environment obtained in the course of the audit, we have not identified material misstatements in the financial report.

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of the Executive Board**

As explained more fully in the Statement of Executive Board Members' Responsibilities, the Executive Board is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Board is responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Board either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs(UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

International Transport Workers' Federation

**Use of our report**

This report is made solely to the International Transport Workers' Federation, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP

**BDO LLP**

Chartered Accountants Statutory Auditor

55 Baker Street, London, W1U 7EU

Date 30th June 2020

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).



## Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

**No**

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

## Membership audit certificate

### Section one

*For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer*

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

**Yes / No**

- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

**Yes / No**

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

## Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

# Membership audit certificate

## Section two


For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

**Yes**

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	Adam Leadbetter
Office held	Finance Director
Date	30th June 2020