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FORM AR21

To be used for reporting years starting on or after 6 April 2015

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 2016
List no:	1225
Head or Main Office:	ITF House 49 – 60 Borough Road London SE1 1DR
Website address (if available)	www.itfglobal.org
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Click the appropriate box)
General Secretary:	Stephen Cotton
Telephone Number:	0207 403 2733
Contact name for queries regarding	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: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:

Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2017)

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					
TOTAL	11	-	2	671	A 684

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

684

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

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

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

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
See attached schedule			

State whether the union is:

a. A branch of another trade union?

Yes No

If yes, state the name of that other union:

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b. A federation of trade unions?

Yes No

If yes, state the number of affiliated unions:

684

and names:

See attached listing (684 affiliates)

Executive Board Report

Members of the Executive Board of the ITF who served during the year were:

President: Paddy Crumlin

Vice Presidents: John D Baker, Zenzo Mahlangu, Lars Lindgren, Julio Sosa, Brigitta Paas (until 21 Apr 2016), Canjeevaram A Rajasridhar, Ekaterina Yordanova (from 21 Apr 2016), CanjeevaramA Rajasridah

Executive Board Members: Najeem Usman Yasin Alhaji, Severino Almeida Filho, Oystein Aslaksen, Benito Bahena Lome, Christine Behle, Nick Bramley, Predrag Brazzoduro, Jualin Ariel Sosa Capello (from 21 Apr 2016), Leslie Devendra, Said El Hairech (until 20 Oct 2016), Travis Harrison (until 21 Apr 2016), Dave Heindel, Diana Holland, Remo di Fiore, Tsuneyasu Goto, Johnny Hansen, Roman Hebenstreit, Peter Kennedy, Alexander Kirchner, Adjabi Lazhari (from 20 Oct 2016), Mary Liew, Terri Mast, Len McCluskey, Yasumi Morita, Dorothy Nandera, Nikolay Nikiforov (until 20 Oct 2016), Zainil Nizaraly, Conrado Oca, Sito Pantoja, Brigitta Paas (from 21 Apr 2016), Igors Pavlovs, Serge Piteljon, Oliver Richardson, Hanafi Rustandi, Miguel Angel Cillero Sanchez, Robert Scardelleti, Arlette Gay Schifferli, Tony Sheldon, Arto Sorvali, Yuri Sukhorukov (from 20 Oct 2016), Toshihiko Sumino, Steve Todd, Kaia Vask, Jan Villadsen, Keong Doo Yeom, Sharon Li Yingying, Ekaterina Yordonova (until 21 Apr 2016), Marcel Zante and Stephen Cotton (General Secretary)

Members who ceased to hold office during the year were as follows:

Nikolay Nikiforov and Said El-Hairech

RETURN OF CHANGE OF OFFICERS

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

Title of Office	Name of Officer ceasing to hold office	Name of Officer appointed	Date
Executive Board Member	Nikolay Nikiforov	Yuri Sukhorukov	21 April 2016
Executive Board Member	Said El-Hairech	Adjabi Lazhari	21 April 2016
Executive Board Member	Travis Harrison	Julian Ariel Sosa Capello	21 April 2016

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Belgium	ACOD/CGSP Telecom Vliegwezen/Aviation
Belgium	ACV - Openbare Diensten
Belgium	ACV - Transcom
Nigeria	Air Transport Services Senior Staff Association (ATSSSAN)
Canada	Airline Division of CUPE
Mauritius	Airports of Mauritius Ltd Employees Union (AMLEU)
Thailand	Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)
Mexico	Alianza de Tranvianos de México
India	All India Railwaymen's Federation
Japan	All-Japan Federation of Transport Workers' Unions UNYU-ROREN
Japan	All-Japan Prefectural and Municipal Workers Union (JICHIRO)
Japan	All-Japan Seamen's Union
USA	Amalgamated Transit Union
Guyana	Amalgamated Transport and General Workers' Union
Uganda	Amalgamated Transport and General Workers' Union (ATGWU)
Hong Kong	Amalgamated Union of Seafarers, Hong Kong
USA	American Maritime Officers (AMO)
Guinea-Bissau	Amigos Irmãos dos Homens do Mar
Antigua & Barbuda	Antigua & Barbuda Workers' Union
Argentina	Asociación Argentina de Aeronavegantes
Argentina	Asociación Argentina de Empleados de la Marina Mercante
Uruguay	Asociación Civil de Pilotos de Línea Aérea
Colombia	Asociación Colombiana de Auxiliares de Vuelo
Colombia	Asociación Colombiana de Aviadores Civiles
Colombia	Asociación Colombiana de Controladores de Tránsito Aéreo
Argentina	Asociación de Personal Aeronáutico
Argentina	Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)
Argentina	Asociación de Señaleros Ferroviarios Argentinos
Dominican Republic	Asociación Dominicana de Controladores de Tránsito Aéreo
Chile	Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil
Mexico	Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional
Mexico	Asociación Sindical de Pilotos Aviadores
Mexico	Asociación Sindical de Sobrecargos de Aviación de México

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	
Argentina	Asociación Técnicos y Empleados de Protección y Seguridad a la Aeronavegación
Philippines	Associated Labor Union
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines
Great Britain	Associated Society of Locomotive Engineers & Firemen (ASLEF)
Rwanda	Association des Chauffeurs de Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (ACPLRWA)
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)
USA	Association of Professional Flight Attendants
Australia	Australian Institute of Marine & Power Engineers (A.I.M.P.E.)
Australia	Australian Licensed Aircraft Engineers' Association
Australia	Australian Maritime Officers Union
Australia	Australian Municipal, Administrative, Clerical and Services Union
Australia	Australian Rail, Tram & Bus Industry Union
Australia	Australian Workers' Union
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union
India	Auto, Taxi & Private Sector Transport Workers HMS Federation
Kenya	Aviation & Airports Services Workers Union (Kenya)
New Zealand	Aviation & Marine Engineers Association Incorporated
India	Aviation Industry Employees' Guild of India Transport Workers Federation - Affiliated Unions as at 31 December 2016
Russia	Aviation Red Wings Federation and Eastern European Workers' Union
Russia	Aviation Workers' Union of Russia
Uzbekistan	Aviation Workers' Trade Union of Uzbekistan
Canada	B C Ferry & Marine Workers Union
Thailand	Bangkok Mass Transit Authority State Enterprise Workers' Union
Bangladesh	Bangladesh Biman Employees' Union
Bangladesh	Bangladesh Biman Flying Services Association of Cabin Crew
Bangladesh	Bangladesh Biman Officers' Association
Bangladesh	Bangladesh Inland Water Transport Corporation Workers' Union
Bangladesh	Bangladesh Merchant Marine Officers' Association
Bangladesh	Bangladesh Nouran Stramik Federation
Bangladesh	Bangladesh Railway Employees' League (BREL)
Bangladesh	Bangladesh Railway Stramik League
Bangladesh	Bangladesh Road Transport Workers' Federation
Bangladesh	Bangladesh Seamen's Association

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Belarus	Belarusian Independent Trade Union
Belarus	Belarusian Trade Union of Transport and Communications' Workers
Belgium	Belgische Transportbond
Bermuda	Bermuda Industrial Union
Bangladesh	Biman Shramik League
Turkey	Birlesik Tasmacilik Çalsanlari Sendikasi (BTS) (United Transport Workers' Union)
Botswana	Botswana Railways and Allied Workers' Union
Great Britain	British Airline Pilots' Association, BALPA
Hong Kong	British Airways Hong Kong International Cabin Crew Association
Bulgaria	Bulgarian Seafarers' Trade Union
Jamaica	Bustamante Industrial Trade Union
Denmark	Cabin Union Denmark
India	Calcutta Port Shramik Union
Canada	Canadian Merchant Service Guild
Canada	Canadian Union of Postal Workers
Hong Kong	Cathay Pacific Airways Flight Attendants' Union
Malawi	Central East African Railway Workers' Union (CEARWU)
Congo DR	Centrale des Travailleurs du Transport et Communications - CSC
Denmark	Centralorganisationen Søfart
Argentina	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
Taiwan	China Airlines Employees' Union
Taiwan	Chinese Federation of Railway Workers' Unions
Kuwait	Civil Aviation Labor Union
Guyana	Clerical and Commercial Workers' Union
Ivory Coast	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits
Tanzania	Communication & Transport Workers' Union of Tanzania - COTWU (T)
Tanzania	Communication and Transport Workers' Union of Zanzibar (COTWU ZNZ)
Great Britain	Communication Workers' Union
Russia	Communication Workers' Union of Russia
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Brazil	Confederação Nacional dos Trabalhadores em Transportes Terrestres
Dominican Republic	Confederación Dominicana de Taxistas Turísticas Inc.
Chile	Confederación Marítima de Chile
Bolivia	Confederación Sindical de Trabajadores Ferroviarios, LAB, AASANA y Jubilados Ferroviarios de Bolivia
Czech Republic	Czech Trade Union of Seafarers
Denmark	Dansk Jernbaneforbund
Denmark	Dansk Metal
Turkey	Deniz Çalisanlari Dayanisma Derneği (DAD-DER) Marine Employees' Solidarity Association (MESA)
India	DHL Employees Union
India	DHL World Wide Express (I) Pvt. Ltd. Employees' Union
Liberia	Dock Workers' Union of Liberia
Tanzania	Dock Workers Union of Tanzania
Turkey	Dock, Maritime, Shipyard and Warehouse Workers' Union of Turkey (LİMAN-İŞ)
Russia	Dockers' Union of Russia
Kenya	Dockworkers' Union Kenya
Dominica	Dominica Public Service Union
Estonia	Eesti Transpordi- ja Teetötajate Ametiühing (Estonian Transport & Road Workers Trade Union)
Egypt	Egyptian Dockers Federation
Egypt	Egyptian Federation of Free Transport for Workers
Egypt	Egyptian General Seafarers Union
Germany	Eisenbahn- und Verkehrsgewerkschaft (EVG)
Spain	ELA-Zerbitzuak
Yemen	Employees and Workers Syndicate of Yemen Airways
Estonia	Estonian Seafarers' Union
Estonia	Estonian Seamen's Independent Union
Sweden	Fackförbundet ST
Norway	Fagforbundet
Denmark	Fagligt Fælles Forbund (3F)
Iceland	Farmanna- og Fiskimannasamband Íslands
Brazil	Federação Nacional dos Trabalhadores em Aviação Civil
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins
Brazil	Federação Nacional dos Trabalhadores Ferroviários
Venezuela	Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexos

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Spain	Federación de Servicios a la Ciudadanía de CCOO
Spain	Federación de Servicios, Movilidad y Consumo de UGT (FesMC-UGT)
Nicaragua	Federación de Sindicatos de Trabajadores de los Puertos y Similares
Chile	Federación de Tripulantes de la Marina Mercante de Chile
Dominican Republic	Federación Dominicana de Trabajadores de Zonas Francas, Industrias Diversas y de Servicios
Dominican Republic	Federación Dominicana de Trabajadores Portuarios
Spain	Federación Galega de Alimentación, Téxtil, Mar, Transportes e Telecomunicacións da Confederación Intersindical Galega
Ecuador	Federación Nacional de Cooperativas de Transporte Liviano
Chile	Federación Nacional de Empresa e Interempresas de Trabajadores del Holding Latin American - Network LAN
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile
Argentina	Federación Nacional de Sindicatos de Conductores de Taxis
Chile	Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Líneas Aéreas de Chile
Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios
Peru	Federación Nacional de Trabajadores de la Empresa Nacional de Puertos
Russia	Federal Union of Air Traffic Controllers of Russia
Fiji	Federated Airline Staff Association
Romania	Federatia Nationala a Sindicatelor Portuare (FNSP)
France	Fédération CGT des Cheminots
Luxembourg	Fédération Chrétienne du Personnel des Transports
France	Fédération des Officiers de la Marine Marchande UGICT CGT
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires du Transport du Burkina (FSTATB)
Senegal	Fédération des Transports de l'UDTS
France	Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FEETS-FO)
Tunisia	Federation Generale des Ports et Dockers
France	Fédération Générale des Transports et de l'Environnement - CEDT
Algeria	Fédération National des Cheminots
Burkina Faso	Federation National des Taximen et des Travailleurs du Secteur des Transports du Burkina (FNNTT/STB)
Luxembourg	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés, Luxembourg
Tunisia	Fédération Nationale des Chemins de Fer Tunisiens
Mauritania	Fédération Nationale des Dockers Port
France	Fédération Nationale des Syndicats de Transports CGT
France	Fédération Nationale des Syndicats Maritimes CGT
Tunisia	Fédération Nationale des Transports

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Niger	Fédération Nationale des Transports du Niger (FNTN)
France	Fédération Nationale des Transports et de la Logistique Force Ouvrière
Guinea-Conakry	Fédération Nationale des Transports et Marins Pêcheurs de Guinée (FENATRAMP.G)
Burundi	Fédération Nationale des Travailleurs des Transports
Mali	Fédération Nationale des Travailleurs des Transports
Algeria	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens
Algeria	Fédération Nationale des Travailleurs du Pétrole et du Gaz, de la Chimie
Algeria	Federation Nationale Travailleurs Ports Algériens -UGTA
India	Federation of All India Aviation
Poland	Federation of Aviation Transport Workers
Hong Kong	Federation of Hong Kong Transport Workers' Organizations
Korea	Federation of Korean Seafarers' Unions (FKSU)
Korea	Federation of Korean Taxi Transport Workers' Unions
Mongolia	Federation of Mongolian Railway Workers Trade Union
Iraq	Federation of Oil Unions in Iraq
Finland	Federation Of Special Service and Clerical Employees ERTO
Bulgaria	Federation of Transport Trade Unions in Bulgaria
Bulgaria	Federation of Transport Workers - PODKREPA
Cyprus	Federation of Transport, Petroleum and Agricultural Workers
Romania	Federation of Transport, Transloc and Public Services - ATU Romania
Congo	Fédération Syndicale des Professionnels de Transport du Congo
Togo	Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)
Congo	Fédération Syndicale des Travailleurs du Transport Aérien, Aviation Civile et assimilés
Guinea-Conakry	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)
France	Fédération Syndicaliste FO des Cheminots
Italy	Federazione Italiana Lavoratori Trasporti FILT-CGIL
Italy	Federazione Italiana Sindacati Terziario
Italy	Federazione Italiana Trasporti - CISI
Iceland	Félag íslenskra atvinnuflugmanna (Icelandic Airline Pilots Association)
Norway	Fellesforbundet
Brazil	Fetrossageiros - FEDERACIÃO
Fiji	Fiji Longshoremen & Staff Association

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Fiji	Fiji Maritime Workers' Association
Fiji	Fiji Public Service Association
Finland	Finnish Aviation Union
Finland	Finnish Cabin Crew Union
Finland	Finnish Seafarers' Union FSU
New Zealand	First Union (Inc)
Australia	Flight Attendants' Association of Australia - International Division
Australia	Flight Attendants' Association of Australia - National Division
Sri Lanka	Flight Attendants Union (Cabin Crew Welfare Society)
Netherlands	FNV
Faroe Islands	Foroya Fiskimannafelag
Faroe Islands	Føroya Skipara- og Navigatørfelag
India	Forward Seamen's Union of India
Tonga	Friendly Island Seafarer's Union Incorporated
Turkey	Gemi Yapimi ve Deniz Tasimaciligi Ardiye ve Antrepoculuk İşgileri Sendikasi
Egypt	General Egyptian Flight Attendants Union
Bahrain	General Federation of Bahrain Trade Unions
Japan	General Federation of Private Railway & Bus Workers' Unions (SHITTSU-SOREN)
Egypt	General Independent Trade Union of Public Transport Authority and Great Cairo Bus Network
Jordan	General Trade Union of Workers in Air Transport and Tourism
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC
Yemen	General Union For Transport and Transportation Workers
Palestine	General Union for Transport Workers
Libya	General Union of Air Transport Workers
Jordan	General Union of Petroleum & Chemicals
Jordan	General Union of Port Workers
Jordan	General Union of Road and Mechanic Workers
Iraq	General Union of Transport & Telecommunication - FWUCI
Malta	General Workers' Union (GWU)
Georgia	Georgian Railway Workers New Trade Union
Georgia	Georgian Seafarers' Union
Austria	Gewerkschaft vida
Ghana	Ghana Merchant Navy Officers' Association (GMNOA)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Great Britain	GMB
Mauritius	Government Services Employees Association
India	Government Transport Corporations Employees Progressive Unions' Federation
Guyana	Guyana Labour Union
Norway	Handel og Kontor i Norge
Denmark	HK Trafik & Jernbane
Denmark	HK/Privat
Hong Kong	Hong Kong Dragon Airlines Flight Attendants Association
Hong Kong	Hong Kong International Terminal Groups Employees General Union
Hong Kong	Hong Kong Seaman's Union
Hong Kong	Hong Kong Storehouses, Transportation & Logistics Staff Association
Indonesia	Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)
Cambodia	Independent Democracy of Informal Economy Association
Lithuania	Independent Dockers' Union
Myanmar	Independent Federation of Myanmar Seafarers
Liberia	Independent Mano River Transport Union of Liberia
USA	Independent Pilots' Association
Nepal	Independent Transport Workers' Association of Nepal
Montenegro	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro
India	Indian National Port & Dock Workers' Federation
India	Indian National Transport Workers' Federation
Indonesia	Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)
Norway	Industri Energi
USA	International Association of Machinists & Aerospace Workers (IAM)
Canada	International Brotherhood of Electrical Workers - Local 2228
USA	International Brotherhood of Teamsters (IBT)
Canada	International Longshore and Warehouse Union (ILWU Canada)
USA	International Longshore and Warehouse Union (ILWU)
USA	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)
Iran	Iranian Merchant Mariners Syndicate
Ireland	Irish Municipal, Public and Civil Trade Union (IMPACT)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Israel	Israeli Sea Officers' Union
Japan	Japan Confederation of Railway Workers' Unions (JRU)
Japan	Japan Federation of Aviation Industry Unions (Koku-Rengo)
Japan	Japan Federation of Aviation Workers' Unions (KOHKUREN)
Japan	Japan Federation of Service & Tourism Industries Workers' Unions
Japan	Japan Federation of Transport Workers' Unions (KOTSU ROREN)
Japan	Japan Railway Trade Unions' Confederation (JR-RENGO)
Sri Lanka	Jathika Sevaka Sangamaya
Switzerland	kapers Cabin Crew Union
Kenya	Kenya Long Distance Truck Drivers & Allied Workers Union
Kenya	Kenya Shipping, Clearing and Warehouse Workers' Union
Indonesia	Kesatuan Pelaut Indonesia (KPI)
Kiribati	Kiribati Islands Overseas Seamen's Union (KIOSU)
Korea	Korea Automobile and Transport Workers' Federation
Korea	Korea Expressway Corp. Labour Union
Korea	Korean Air Labour Union
Korea	Korean Federation of Port & Transport Workers' Unions
Korea	Korean Federation of Tourist & Service Industry Workers' Union
Korea	Korean Postal Workers' Union
Korea	Korean Public Service and Transport Workers' Union
Korea	Korean Railway Industry Trade Union
Korea	Korean Railway Workers' Union
Hong Kong	Kowloon Canton Railway Workers' Union
Poland	Krajowa Sekcja Transportu Drogowego NSZZ "Solidarność" (National Road Transport Section NSZZ "Solidarność")
Iraq	Kurdistan Transport Unions
Kuwait	Kuwait Ports Foundation Workers Union
Mali	La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali
Yemen	Labor Committee of Aden Container Terminal
Belgium	Landelijke Bedienden Centrale - Nationaal Verbond voor Kaderleden
Latvia	Latvian Railway and Transport Industry Trade Union
Latvia	Latvian Seafarers' Union of Merchant Fleet
Latvia	Latvian Trade Union of Public Services and Transport Workers LAKRS
Latvia	Latvijas Udenstransporta darbinieku federatīva arodbiedrība – Federatīve Water transport workers union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Lebanon	Lebanese Cabin Crew Association
Sweden	LEDARNA
Lithuania	Lithuanian Seamen's Union
Lithuania	Lithuanian Transport Workers' Federation
India	Maharashtra State Transport Kamgar Sanghatana
Malaysia	Malaysian Airlines System Executive Staff Association (MESA)
USA	Marine Engineers' Beneficial Association
Ukraine	Marine Transport Workers' Trade Union of Ukraine
Ghana	Maritime and Dockworkers' Union (Ghana)
Mauritius	Maritime Transport & Port Employees' Union
Australia	Maritime Union of Australia
New Zealand	Maritime Union of New Zealand
Nigeria	Maritime Workers' Union of Nigeria
Faroe Islands	Maskimeistarafelagid
Denmark	Maskimestrernes Forening
Kenya	Matatu Workers Union
Japan	Medium and Small Union Group for Transport Workers
Hong Kong	Merchant Navy Officers' Guild - Hong Kong
Mongolia	Mongolian Transport, Communication & Petroleum Workers' Union
Sierra Leone	Motor Drivers' and General Transport Workers' Union
Russia	Motor Transport & Road Workers' Union of Russia
Azerbaijan	Motor Transport and Road Construction Workers Union of Azerbaijan
India	Mumbai Port Trust, Dock and General Employees' Union
Namibia	Namibian Transport and Allied Workers' Union (NATAU)
USA	National Air Traffic Controllers' Association
Papua New Guinea	National Airline Employees' Association
Zimbabwe	National Airways Workers' Unions (NAWU)
Taiwan	National Chinese Seamen's Union (NCSU)
Philippines	National Confederation of Transport Workers' Union (NCTU)
Japan	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)
Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)
India	National Federation of Indian Railwaymen
Poland	National Maritime Section NSZZ 'Solidarnosc'

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Japan	National Railway Workers' Union (KOKURO)
Poland	National Section of Port Workers - Nszz Solidarnosc
USA	National Taxi Workers Alliance
Singapore	National Transport Workers' Union
Nigeria	National Union of Air Transport Employees
Zambia	National Union of Aviation and Allied Workers
Fiji	National Union of Hospitality, Catering & Tourism Industries Employees
Barbados	National Union of Public Workers
Great Britain	National Union of Rail, Maritime and Transport Workers (RMT)
Bulgaria	National Union of Railway Workers - PODKREPA
Nigeria	National Union of Road Transport Workers
India	National Union of Seafarers of India
Malaysia	National Union of Seafarers of Peninsular Malaysia
Sri Lanka	National Union of Seafarers Sri Lanka
India	National Union of Seamen of India
Ghana	National Union of Teamsters and General Workers (NUTEG)
Zambia	National Union of Transport and Allied Workers (NUTAW)
St. Lucia	National Workers' Union
Netherlands	Nautilus International (NL)
Switzerland	Nautilus International (Switzerland)
Great Britain	Nautilus International (UK)
India	Navi Mumbai General Kamgar Sanghatana
Nepal	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)
India	New Mangalore Port Staff Association
New Zealand	New Zealand Engineering Printing & Manufacturing Union Inc.
New Zealand	New Zealand Merchant Service Guild Industrial Union of Workers Inc.
Nigeria	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association
Nigeria	Nigeria Union of Railway Workers
Norway	Norsk Jernbaneforbund
Norway	Norsk Kabinforening (Cabin Crew Union Norway)
Norway	Norsk Lokomotivmannsforbund
Norway	Norsk Sjømannsforbund (Norwegian Seafarers Union)
Norway	Norsk Sjøoffisersforbund

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Norway	Norsk Transportarbeiderforbund
Malaysia	Northport Malaysia BHD Staff Union
Norway	Norwegian Union of Marine Engineers (NUME)
Czech Republic	Odborové Sdružení Železničárů (Czech Railway Workers' Trade Union)
Luxembourg	OGB-L (Onoflängenge Gewerkschaftsbond Lëtzebuerg)
Mexico	Orden de Capitanes y Pilotos Navales de la República Mexicana, Similares y Conexos
Congo DR	Organisation des Travailleurs Unis du Congo
Pakistan	Pakistan Airlines Cabin Crew Association
Pakistan	Pakistan Merchant Navy Officers' Association
Pakistan	Pakistan Seamen's Union
Palestine	Palestine Bus Drivers General Union
Panama	Panama Area Metal Trades Council
Greece	Pan-Hellenic Seamen's Federation (PNO)
Papua New Guinea	Papua New Guinea Maritime and Transport Workers Union
India	Paradip Port Workers' Union
Norway	Parat
Philippines	Philippine Airline Employees' Association - PALEA - TUCP
Philippines	Philippine Seafarers' Union, PSU (ALU-TUCP)
Philippines	PISTON Land Transport Coalition
Poland	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów i Marynarzy)
Thailand	Port Authority of Thailand Workers Union
Singapore	Port Officers' Union
Philippines	Port Workers' Union of the Philippines (PWUP)
India	Private Motor Transport Workers' Union, U.P
USA	Professional Aviation Safety Specialists, ALF-CIO (PASS)
Mauritius	Professional Seafarers Union
Great Britain	Prospect
Great Britain	Public and Commercial Services Union
Kenya	Public Transport Operators Union
New Zealand	Rail and Maritime Transport Union Inc.
Kenya	Railway and Allied Workers' Union (RAWU)
Croatia	Railway Workers' Trade Union of Croatia
Turkey	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Finland	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)
Azerbaijan	Republican Committee of Marine Transport Trade Union of Azerbaijan
Hungary	Republogep-Muszakiak Független Szakszervezete - Aircraft Technicians' Independent Trade Union MALEV
Romania	Romanian Seafarers' Free Union
Bosnia	Samolstalni Sindikat Zeljeznickih Radnika u BiH (Trade Union of Railway Workers)
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste
Russia	Seafarers & Maritime Workers' Union of Western Russia
Canada	Seafarers' International Union of Canada (SIU)
USA	Seafarers' International Union of North America (SIUNA)
Kenya	Seafarers Union of Kenya
Russia	Seafarers' Union of Russia
Trinidad	Seamen and Waterfront Workers' Trade Union
Poland	Seamen's & Fishermen's Trade Unions Federation
Bulgaria	Seamen's Syndicate
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics
Sweden	Seko service och kommunikationsfacket
Indonesia	Serikat Pekerja Terminal Petikemas Koja
USA	Service Employees' International Union
Denmark	Serviceforbundet
Ireland	Services, Industrial, Professional and Technical Union (SIPITU)
Switzerland	SEV - Gewerkschaft des Verkehrspersonal
India	Shivsangram Taxi and Rickshaw Union
Sierra Leone	Sierra Leone Dock Workers Union
Sierra Leone	Sierra Leone Seamen's Union
Argentina	Sindicato Conductores Navales de la República Argentina
Portugal	Sindicato da Mestranga e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)
Portugal	Sindicato da Mestranga e Marinhagem de Camaras da Marinha Mercante
Portugal	Sindicato de Capitães e Oficiais da Marinha Mercante - Sincomar
Argentina	Sindicato de Guincheros y Maquinistas de Grúas Móviles
Mexico	Sindicato de Manibristas, Carretileros, Cargadores, Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz
Argentina	Sindicato de Obreros Marítimos Unidos
Argentina	Sindicato de Peones de Taxis de la Capital Federal
Peru	Sindicato de Pilotos de LAN Perú S.A.

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
El Salvador	Sindicato de Trabajadoras y Trabajadores de la Industria Aeroportuaria de el Salvador y Conexos
Ecuador	Sindicato de Trabajadores de Aeroliane
Chile	Sindicato de Trabajadores de Empresa Exel Chile SA
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal
Costa Rica	Sindicato de Trabajadores de JAPDEVA y Afines Portuarios
Dominican Republic	Sindicato de Trabajadores de la Empresa Aviam LTD
Panama	Sindicato de Trabajadores de la Empresa CCT
Panama	Sindicato de Trabajadores de la Empresa Transporte Masivo de Panamá
Guatemala	Sindicato de Trabajadores de la Entidad Dirección General de Transportes del Ministerio de Comunicaciones Infraestructura y Vivienda
El Salvador	Sindicato de Trabajadores de la Industria Portuaria de El Salvador
Honduras	Sindicato de Trabajadores de la Industria Portuaria, Marítima y Similares
Panama	Sindicato de Trabajadores de Manzanillo International Terminal Panamá, S.A.
Peru	Sindicato de Trabajadores de Petrolera Transoceánica S.A.
Panama	Sindicato de Trabajadores de Servicios Marítimos, Remolcadores, Barcazas y Afines de Panamá
Nicaragua	Sindicato de Trabajadores Independientes "Empresa Administradora de Aeropuertos Internacionales"
Chile	Sindicato de Trabajadores Interempresas de Compañías Navieras
Guatemala	Sindicato de Trabajadores Portuarios
Guatemala	Sindicato de Trabajadores Unidos de Empornac
Colombia	Sindicato de Trabajadores y Empleados del Sistema de Transporte del Valle de Aburrá
Cape Verde	Sindicato de Transportes, Telecomunicações, Hotelaria e Turismo
Chile	Sindicato de Tripulantes de Cabina de la Empresa LAN Chile S.A.
Chile	Sindicato de Tripulantes de Cabina de Lan Express
Peru	Sindicato de Tripulantes de Cabina de Lan Perú S.A
Peru	Sindicato de Tripulantes de Cabina, Agentes de Servicio al Pasajero e Instructores de Trans American Airlines S.A.
Paraguay	Sindicato de Tripulantes de TAM - STT de la Empresa Transportes Aéreos del Mercosur SA (TAM) Paraguay
Argentina	Sindicato del Personal de Dragado y Balizamiento
Brazil	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro
Portugal	Sindicato dos Engenheiros da Marinha Mercante (SEMM)
Brazil	Sindicato dos Trabalhadores nas Empresas de Transporte Aéreo do Município do Rio de Janeiro
Argentina	Sindicato Electricistas Electronicistas Navales
Argentina	Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina
Argentina	Sindicato Flota Petrolera e Hidrocarburiifera (SUPeH FLOTA)
Honduras	Sindicato Gremial de Trabajadores del Muelle

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Panama	Sindicato Industrial de Trabajadores/as Portuarios y Similares de Panamá
Chile	Sindicato Interempresa de Oficiales de Marina Mercante
Chile	Sindicato Interempresas de Oficiales Motoristas de la Marina Mercante Nacional
Chile	Sindicato Interempresas de Trabajadores Oficiales de Navas Especiales y Regionales Marina Mercante Nacional
Chile	Sindicato Interempresas Profesional de Oficiales de la Marina Mercante
Argentina	Sindicato La Fraternidad
Mexico	Sindicato Nacional de Controladores de Tránsito Aéreo
Colombia	Sindicato Nacional de los Trabajadores del Transporte Aéreo Colombiano
Mexico	Sindicato Nacional de Pilotos de Puerto
Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviación Civil y Similares de la República de Panamá
Colombia	Sindicato Nacional de Trabajadores de Rama, Servicios de la Industria del Transporte y Logística de Colombia
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos
Guinea-Bissau	Sindicato Nacional dos Motoristas e Ciclomotorista da Administração Pública Privado e Afins
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante
Mozambique	Sindicato Nacional dos Profissionais de Estiva e Ofícios Correlativos (SINPEOC)
Mozambique	Sindicato Nacional dos Trabalhadores da Indústria Hoteleira, Turismo e Similares
Mozambique	Sindicato Nacional dos Trabalhadores de Aviação Civil, Correios e Comunicações
Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro
Mozambique	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)
Nicaragua	Sindicato Nacional Héroes y Mártires del Ministerio de Transporte e Infraestructura
Paraguay	Sindicato Obreros Marítimos Unidos del Paraguay
Panama	Sindicato Panameño de Auxiliares de Abordo
Argentina	Sindicato Único de los Trabajadores de los Peajes y Afines
Peru	Sindicato Único de Motoristas y Oficiales de Máquina de Pesca del Perú
Peru	Sindicato Único de Técnicos Aeronáuticos de Lan Perú
Peru	Sindicato Único de Trabajadores Marítimos y Portuarios del Puerto del Callao
Romania	Sindicatul National Tehnic TAROM (TAROM National Technical Trade Union)
Croatia	Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)
Slovenia	Sindikat Pomorščakov Slovenije (Seamen's Union of Slovenia)
Slovenia	Sindikat strojevodi Slovenije (Locomotive Driver's Union of Slovenia)
Croatia	Sindikat Strojovoda Hrvatske - Railroad Engineer Trade Union of Croatia
Slovenia	Sindikat železničarjev Slovenije
Slovenia	Sindikat železniskega Transporta Slovenije (Railway Transport Workers' of Slovenia)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Slovenia	Sindikát Zerjavstov Pomorskih Dejavnosti Luka Koper (Union of Crane Operators of Port of Koper)
Timor-Leste	Sindikatu Maritima, Energia no Transporte Timor-Leste
Singapore	Singapore Maritime Officers' Union (SMOU)
Singapore	Singapore Organisation of Seamen (SOS)
Singapore	Singapore Port Workers' Union
Sweden	Sjöbefälsföreningen (Maritime Officers' Association)
Iceland	Sjómannafélag Ísland (Iceland Seaman's Union)
Paraguay	Sociedad de Capitanes de Cabotaje y Prácticos de la Zona Norte y Puerto de la Capital
Bangladesh	Society of Aircraft Engineers of Birman (SAEB)
Denmark	Søfartens Ledere - Dansk Navigatørforening
Congo DR	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE
South Africa	South African Transport & Allied Workers' Union (SATAWU)
Spain	Spanish Cabin Crew Union SITCPLA
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya
St. Lucia	St Lucia Seamen, Waterfront and General Workers' Trade Union
Thailand	State Enterprise Labour Union of Expressway Authority of Thailand (LU-EXAT)
Thailand	State Railway Workers' Union of Thailand (SRUT)
Finland	Suomen Konepäällystöliitto (Finlands Maskinbefälsförbundet)
Finland	Suomen Laivanpäällystöliitto r.y. (Finlands Skeppsbefälsförbundet)
Finland	Suomen Veturimiesten Liitto, r.y. (Finska Lokmannaförbundet) (The Finnish Locomotive Drivers Union)
Sweden	Svenska Kommunalarbetsförbundet
Sweden	Svenska Transportarbetarförbundet
Swaziland	Swaziland Transport & Allied Workers' Union
Benin	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin
Gabon	Syndicat Autonome des Taximens du Gabon (SATAG)
Senegal	Syndicat Démocratique des Techniciens du Sénégal-Secteur d'Activité Professionnelle/Aviation Civile
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)
Ivory Coast	Syndicat des Conducteurs de Taxi de Côte d'Ivoire
Gabon	Syndicat des Conducteurs et des Techniciens
Canada	Syndicat des Debardeurs de Montreal
Ivory Coast	Syndicat des Dockers du Port de San Pédro
Senegal	Syndicat des Dockers, Pointeurs et Gardiens du Sénégal
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Ivory Coast	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)
Ivory Coast	Syndicat des Marins Pêcheurs de Côte d'Ivoire
Ivory Coast	Syndicat des Travailleurs de la SOTRA (SYNTRAS)
Togo	Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA et de la SALT-STAMAS
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)
Togo	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)
Ivory Coast	Syndicat des Travailleurs du Rail (SYNTRARAIL)
Congo DR	Syndicat des Travailleurs Responsables du Congo
Ivory Coast	Syndicat du Personnel de l'Aéroport International FHB d'Abidjan
Ivory Coast	Syndicat du Personnel du Port Autonome de San Pedro
Madagascar	Syndicat Général Maritime de Madagascar
Ivory Coast	Syndicat Ivoirien du Secteur Pétrolier Offshore et Onshore
Niger	Syndicat Libre de Conducteurs Routiers de Passagers du Niger
Niger	Syndicat Libre des Conducteurs de Taxis du Niger
France	Syndicat Maritime Nord
Senegal	Syndicat National de Marins Pêcheurs Industriels et Artisans du Sénégal
Ivory Coast	Syndicat National des Chauffeurs de Transport Terrestre de Côte d'Ivoire
Mali	Syndicat National des Chauffeurs et Conducteurs Routiers
Cameroon	Syndicat National des Chauffeurs Professionnels des Transports du Cameroun
Niger	Syndicat National des Conducteurs de Taxi
Niger	Syndicat National des Conducteurs de Taxis et Transport Urbain
Togo	Syndicat National des Conducteurs des Hydrocarbures du Togo
Niger	Syndicat National des Conducteurs Routiers de Bus et Minibus
Niger	Syndicat National des Dockers du Niger
Togo	Syndicat National des Dockers du Togo
Cameroon	Syndicat National des Employés du Secteur des Transports Terrestres
Benin	Syndicat National des Marins du Bénin (SYNAMAB)
Togo	Syndicat National des Transitaires Mandataires du Togo (SYNATRANM)
Senegal	Syndicat National des Travailleurs de la Marine de Pêche de Commerce et des Branches Annexes du Sénégal
Senegal	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)
Benin	Syndicat National des Travailleurs de la Météorologie et de l'Aviation Civile (SYNATRAMAC)
Senegal	Syndicat National des Travailleurs du Petit Train de Banlieue. SA
Gabon	Syndicat National des Travailleurs du Secteur des Industries Extractives (SYNATTEX)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Niger	Syndicat National des Travailleurs(euses) Autonomes de l'économie informelle
Benin	Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie
Niger	Syndicat Unique de la Météorologie et de l'Aviation Civile
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)
Senegal	Syndicat Unique des Travailleurs de Dakar Dem Dikk
Senegal	Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal (SUTTAAS)
Ivory Coast	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan
Lebanon	Syndicate of Middle East Airlines and Affiliate Companies
Iran	Syndicate of Workers of Tehran and Suburbs Bus Company (Sandikaye Kargarane Sherkate Vahed)
Taiwan	Taipei Travel Labour Union
Taiwan	Taiwan Dock Workers' Federation
India	Tamil Nadu Road Transport Workers' HMS Federation
Tanzania	Tanzania Seafarers' Union
Canada	Teamsters Canada
India	Thai Airways Employees' Association
Thailand	Thai Airways International Union
Thailand	Thai Seafarers' Association
Mauritius	The Artisans and General Workers' Union
Barbados	The Barbados Workers' Union
India	The Best Workers' Union
Sri Lanka	The Ceylon Mercantile, Industrial & General Workers' Union (CMU)
Australia	The Civil Air Operations Officers' Association of Australia
India	The Cochin Port Staff Association
India	The Ernakulam District Waterways Employees' Association
Libya	The General Union of Dockers & Seafarers
Georgia	The Independent Professional Union of Georgian Railways
India	The Madras Port Trust Employees' Union
India	The Maritime Union of India
Malaysia	The Railwaymen's Union of Malaya
Finland	The Trade Union for the Public and Welfare Sectors (JHL)
India	The Visakhapatnam Port Employees' Union
Poland	Trade Union Federation of Polish State Railways' Employees
Indonesia	Trade Union of Jakarta International Container Terminal

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Ukraine	Trade Union of Railway Workers and Transport Constructors of Ukraine
Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia
Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers Union of Kyrgyz Republic
Serbia	Trade Union of Railwaymen of Serbia
Turkey	Trade Union of Revolutionary Land Transportation Workers of Turkey (Nakliyat 1s)
Macedonia (FYR)	Trade Union of Transport and Communications
Finland	Trade Union Pro
Ethiopia	Transport & Communication Workers' Unions Industrial Federation
Eritrea	Transport & Communications Workers' Federation
India	Transport & Dock Workers' Union, Chennai
India	Transport & Dockworkers' Union, Kandla
India	Transport & Dockworkers' Union, Mumbai
Malawi	Transport & General Workers' Union
Zimbabwe	Transport and General Workers' Union
Thailand	Transport Company Ltd State Enterprise Employees' Union (TRAN-U)
Great Britain	Transport Salaried Staffs' Association (TSSA)
Israel	Transport Workers' Division of Histadrut
Fiji	Transport Workers' Union (TWU)
Kenya	Transport Workers Union Kenya
USA	Transport Workers' Union of America
Australia	Transport Workers' Union of Australia
USA	Transportation Communications International Union (TCU)
India	Truck, Bus, Jeep, Auto and Rickshaw Van Workers' Union
Turkey	Tüm Tasıma İşçileri Sendikası (All Transport Workers' Union of Turkey)
Turkey	Turkish Civil Aviation Union Hava-İş
Turkey	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)
India	Tuticorin Port Mariners' and General Staff Union
India	Tuticorin PSA SICAL Container Terminal Staff Union
Tuvalu	Tuvalu Overseas Seamen's Union (TOSU)
South Africa	UASA The Union
Uganda	Uganda Railway Workers' Union
Italy	UILTRASPORTI
Switzerland	UNIA

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
Canada	Unifor
Uruguay	Unión Ferroviaria
Argentina	Unión de Aviadores de Líneas Aérea
Panama	Unión de Capitanes y Oficiales de Cubierta
Uruguay	Unión de Capitanes y Oficiales de la Marina Mercante
Mexico	Unión de Estibadores y Jornaleros del Puerto de Veracruz
Panama	Unión de Ingenieros Marinos
Mexico	Unión de Marineros, Fogoneros, Motoristas, Mayordomos, Cocineros, Similares y Conexos del Ramo Marítimo
Colombia	Unión de Marineros Mercantes y de Pesca Colombianos
Panama	Unión de Prácticos del Canal de Panamá (Panama Canal Pilots Union)
Uruguay	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines
Argentina	Unión del Personal Superior y Profesional de Empresas Aerocomerciales
Burkina Faso	Union des Chauffeurs routiers du Burkina
Togo	Union des Routier du Togo
Senegal	Union des Routiers du Sénégal (URS)
Gabon	Union des Syndicats et des Travailleurs des Zones Portuaires du Gabon (USVTZPOG)
Morocco	Union des Syndicats UMT des Transports
Argentina	Unión Ferroviaria
Mexico	Unión Nacional de Marineros, Fogoneros, Mayordomos, Cocineros, Camareros, Similares y Conexos de la Industria Marítima de la República Mexicana
France	Union Nationale des Syndicats Autonomes (UNSA Transports)
Lebanon	Union of Beirut Port Employees
Malaysia	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)
Hong Kong	Union of Hong Kong Dockers
Great Britain	Union of Shop, Distributive & Allied Workers
Nepal	Union of Trekking, Travel, Rafting, Airlines Workers Nepal (UNITRAV)
Panama	Unión Panameña de Aviadores Comerciales
Argentina	Unión Personal Aeronavegación de Entes Privados
Congo DR	Union pour la Solidarité Agissante
Guatemala	Unión Sindical de Trabajadores de Aeronáutica Civil
Spain	Unión Sindical Obrera Sector Transporte Aéreo (USO-STA)
France	Union Syndicale du Personnel Navigant Technique
Argentina	Unión Tranvianos Automotor
Sweden	Unionen

International Transport Workers' Federation - Affiliated Unions as at 31 December 2016

Country	Affiliate
USA	UNITE HERE
Great Britain	Unite The Union
Guyana	United Minibus Union
Liberia	United Seamen, Ports and General Workers' Union of Liberia (USPOGU)
Liberia	United Workers' Union of Liberia
Hungary	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)
Hungary	Vasuti Dolgozók Szabad Szakszervezete Szolidaritás (Free Trade Union of Railway Workers Solidarity)
Germany	Vereinte Dienstleistungsgewerkschaft (ver.di)
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)
India	Vizhinjam Harbour Head Load & General Workers Union (HMS)
Iceland	VM - Félag vélstóra og málmtraekrimanna (Icelandic Union of Marine Engineers and Metal Technicians)
Dominica	Waterfront & Allied Workers' Union
Thailand	Wingspan Workers' Union
Iraq	Workers Union & Affiliation of Iraqi Ports Company
Kuwait	Workers Union in the Ministry of Transportation
Kuwait	Workers Union of Kuwait Airways & Subsidiaries
Solomon Islands	Workers' Union of Solomon Islands
Yemen	Yemen Pilots & Flight Engineers Union
Yemen	Yemeni Aviation Engineers Syndicate
Austria	youunion_Die Daseinngewerkschaft
Norway	Yrkestrafikkforbundet
Tanzania	Zanzibar Seafarers Union
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union
Poland	Związek Zawodowy Personelu Pokładowego (Polish Cabin Crew Union)

GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
INCOME		
From Members: Contributions and Subscriptions		5,687
From Members: Other income from members (specify)		
Total other income from members		-
Total of all income from members		5,687
Investment income (as at page 12)		3
Other Income		
Income from Federations and other bodies (as at page 4)	563	
Income from any other sources (as at page 4)	43	
Total of other income (as at page 4)		606
		TOTAL INCOME
		6,296
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		9,011
Federation and other bodies (specify)		
Education projects	576	
Grants	2	
Affiliation fees written off	61	
Transfer to Congress Fund	250	
Project advances written (back)/off	(17)	
Total expenditure Federation and other bodies		872
Taxation		-
		TOTAL EXPENDITURE
		9,883
		Surplus (deficit) for year
		(3,587)
		Amount of general fund at beginning of year
		(2,673)
		Amount of general fund at end of year
		(6,260)

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£'000	£'000
Federation and other bodies		
Education projects donor funding	563	
TOTAL FEDERATION AND OTHER BODIES		563
Other income		
Miscellaneous	43	
TOTAL OTHER INCOME		43
TOTAL OF ALL OTHER INCOME		606

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

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

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Seafarers' Assistance, Welfare & Protection (Welfare) Fund	£'000	£'000
Income			
	From members		
	Investment income (as at page 12)		1,297
	Other income Inter-fund rent receivable	140	
	Miscellaneous	16	
	Welfare contributions	43,003	
	Unrealised gain on investments	13,900	
	Gain/(loss) on disposal of fixed assets	(140)	
	Total other income as specified		56,919
	Total Income		58,216
Expenditure			
	Benefits to members	1,105	
	Administrative costs & other expenditure (as at page 10)	57,488	
	Transfer to Congress Fund	2,250	
	Fees, advances & union balances written off	16	
	Total Expenditure		60,859
	Surplus (Deficit) for the year		(2,643)
	Amount of fund at beginning of year		89,909
	Amount of fund at the end of year (as Balance Sheet)		87,266
	Number of members contributing at end of year		

FUND 3		Fund Account	
Name:	International Solidarity Fund	£'000	£'000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		4
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		4
	Surplus (Deficit) for the year		(4)
	Amount of fund at beginning of year		8
	Amount of fund at the end of year (as Balance Sheet)		4
	Number of members contributing at end of year		

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	Congress Fund	£'000	£'000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Transfer from General Fund		250
	Transfer from Welfare Fund		2,250
		Total other income as specified	2,500
		Total Income	2,500
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Surplus (Deficit) for the year	2,500
		Amount of fund at beginning of year	500
		Amount of fund at the end of year (as Balance Sheet)	3,000
		Number of members contributing at end of year	

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

(See notes 24 and 25)

FUND 6		Fund Account	
Name:		£'000	£'000
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
	Total other income as specified		
	Total Income		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

FUND 7		Fund Account	
Name:		£'000	£'000
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
	Total other income as specified		
	Total Income		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund		
		£'000	£'000	
Income	Members contributions and levies			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total income		
Expenditure	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 of political fund at beginning of year	
			Amount of political fund at the end of year (as Balance Sheet)	
			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				

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union		
		£'000	£'000	
Income	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		
Expenditure	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 fund	
			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				

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£'000
Administrative Expenses		
Remuneration and expenses of staff		11,114
Salaries and Wages included in above	6,493	
Auditors' fees		81
Legal and Professional fees		1,554
Occupancy costs		949
Computer systems maintenance		750
Stationery, printing, postage, telephone, etc.		299
Expenses of Executive Committee (Head Office)		464
Expenses of conferences		3,975
Other administrative expenses (specify)		
General expenses		322
Publications & public relations		2,607
Regional offices		4,496
Inspectorate representation		14,646
Other Outgoings		
Interest payable:		
Depreciation		851
Taxation		1,589
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Pension scheme adjustments		16,128
Foreign exchange losses		(1,700)
Gift Aid to ITF Seafarers' Trust		4,500
Contributions to the IBF		3,874
Total		66,499
Charged to:		
	General Fund (Page 3)	9,011
	Welfare Fund	57,488
Total		66,499

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £'000	Employers N.I. contributions £'000	Pension Contributions £'000	Benefits		Total £'000
				Description	Value £'000	
General Secretary	168	21	34			223
General Secretary				Home-office travel	5	5
General Secretary				Broadband	1	1

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000		Other Fund(s) £'000
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			1,177
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			123
Other investment income (specify)			
		Total investment income	1,300
Credited to:			
		General Fund (Page 3)	3
		Welfare Fund	1,297
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	1,300

BALANCE SHEET as at

31 December 2016

(see notes 47 to 50)

Previous Year		£'000	£'000
	Fixed Assets (at page 14)		17,523
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		63,841
	Unquoted		31,278
	Total Investments		112,642
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		2,829
	Cash at bank and in hand		14,762
	Income tax to be recovered		19
	Stocks of goods		
	Others (specify)		
	Total of other assets		17,610
	TOTAL ASSETS		130,252
	General Fund		(6,260)
	Welfare Fund		87,266
	Solidarity Fund		4
	Congress Fund		3,000
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		1,589
	Sundry creditors		13,559
	Accrued expenses		
	Long Term Liabilities – End of Service Indemnity		214
	Other liabilities – Pension scheme		30,880
	TOTAL LIABILITIES		46,242
	TOTAL ASSETS		130,252

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipmen t £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
	Freehold £'000	Leasehold £'000				
Cost or Valuation						
At start of year	9,770	7,051	4,824	53	-	21,698
Additions	821	2,429	190	-	-	3,440
Disposals	(146)	-	-	-	-	(146)
Revaluation/Transfer s	-	-	-	-	-	-
At end of year	10,445	9,480	5,014	53	-	24,992
Accumulated Depreciation						
At start of year	2,308	368	3,907	41	-	6,624
Charges for year	196	190	459	6	-	851
Disposals	(6)	-	-	-	-	(6)
Revaluation/Transfer s	-	-	-	-	-	-
At end of year	2,498	558	4,366	47	-	7,469
Net book value at end of year	7,947	8,922	648	6	-	17,523
Net book value at end of previous year	7,461	6,684	917	12	-	15,074

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £'000	Political Fund £'000
Equities (e.g. Shares)	63,841	-
	-	-
Government Securities (Gilts)	31,278	-
	-	-
	-	-
Other quoted securities (to be specified)	-	-
	-	-
TOTAL QUOTED (as Balance Sheet)	95,119	-
Market Value of Quoted Investment	95,119	-
UNQUOTED		
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	95,119	-

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

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 International Transport Workers Federation (Nominees) Ltd – Dormant Company	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 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 type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME International Transport Workers Federation (Nominees) Ltd – Dormant Company	NAMES OF SHAREHOLDERS Stephen Mark Cotton Padraig Crumlin		
-	-		
-	-		
-	-		
-	-		
-	-		
-	-		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £'000	Political Funds £'000	Total Funds £'000
INCOME			
From Members	5,687	-	5,687
From Investments	1,300	-	1,300
Other Income (including increases by revaluation of assets)	57,525	-	57,525
Total Income	64,512	-	64,512
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	68,246	-	68,246
Funds at beginning of year (including reserves)	87,744	-	87,744
Funds at end of year (including reserves)	84,010	-	84,010
ASSETS			
Fixed Assets			17,523
Investment Assets			95,119
Other Assets			17,610
		Total Assets	130,252
LIABILITIES		Total Liabilities	46,242
NET ASSETS (Total Assets less Total Liabilities)			84,010

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

SEE ATTACHED ACCOUNTS

ACCOUNTING POLICIES


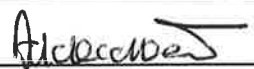
(see notes 74 and 75)

SEE ATTACHED ACCOUNTS

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: <u>STEPHEN COTTON</u> Date: <u>11/12/2017</u>	Chairman's Signature:  (or other official whose position should be stated) Name: <u>ADAM LEADBETTER</u> Date: <u>11/12/2017</u>
---	--

CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	X	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	X	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	X	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	X	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	X	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	X	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	X	NO	<input type="checkbox"/>
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)	YES	X	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

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 relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES/~~NO~~

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES/~~NO~~

If "No" please explain below.

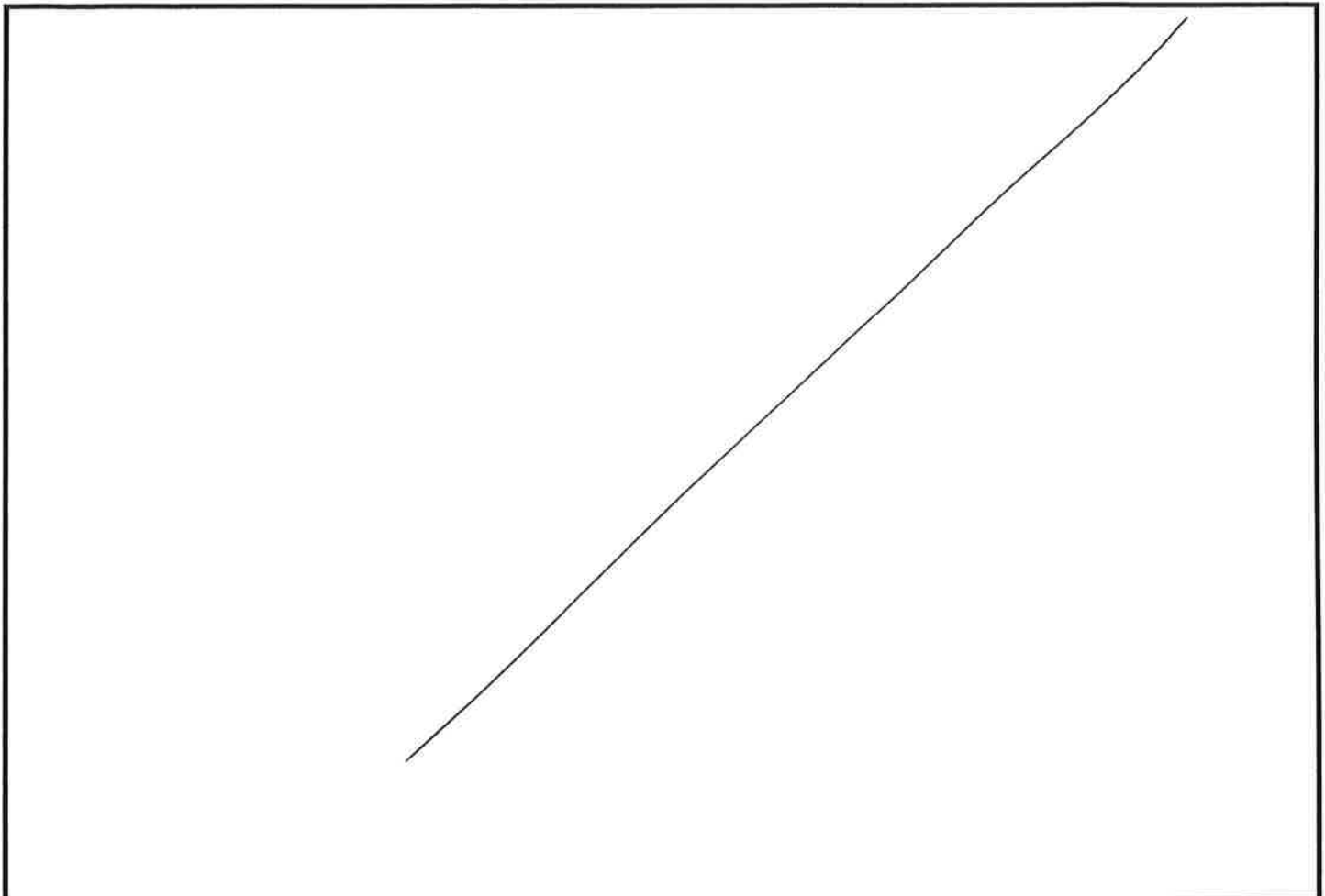
3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in rule 83)

YES/~~NO~~

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

AUDITOR'S REPORT (section one)



Signature(s) of auditor or auditors:	GRANT THORNTON UK LLP	
Name(s):	GRANT THORNTON UK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	30 FINSBURY SQUARE LONDON EC2P 2YU	
Date:	12-12-17	
Contact name and telephone number:	CAROL RUDGE 0207 728 2400	

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

MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

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

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

YES/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 information 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


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/NO
 YES NO

If "NO" Please explain below:

Signature	
Name	ADAM LEADBETTER
Office held	Finance Director
Date	11 12 2017

International Transport Workers' Federation

Annual Report and Financial Statements

For the year ended 31 December 2016

International Transport Workers' Federation

Index

Page

3. General Information
4. Executive Board Report
9. Independent Auditor's Report
10. Statement of Income and Retained Earnings
11. Statement of Financial Position
12. Cash Flow Statement
13. Notes to the Financial Statements

International Transport Workers' Federation

General Information

General Secretary and Headquarters

Stephen Cotton
General Secretary
ITF House
49 - 60 Borough Road
London
SE1 1DR

Auditors

Grant Thornton UK LLP30 Finsbury Square
London
EC2P 2YU

Bankers

HSBC plc
28 Borough High Street
London Bridge
London
SE1 1YB

Investment Managers

Integrated Financial Arrangements Ltd (Transact)
29 Clement's Lane
London
EC4N 7AE

Investment Advisors

Evolve Financial Planning Ltd
Southbridge House
Southbridge Place
Croydon
CR0 4HA

International Transport Workers' Federation

Executive Board Report

Members of the Executive Board of the ITF who served during the year were:

President: Paddy Crumlin

Vice Presidents: John D Baker, Lars Lindgren, Zenzo Mahlangu, Brigitta Paas (until 21 Apr 2016), Canjeevaram A Rajasridhar, Julio Sosa and Ekaterina Yordanova (from 21 Apr 2016)

Executive Board Members: Najeem Usman Yasin Alhaji, Severino Almeida Filho, Oystein Aslaksen, Benito Bahena Lome, Christine Behle, Nick Bramley, Predrag Brazzoduro, Julian Ariel Sosa Capello (from 21 Apr 2016), Leslie Devendra, Said El-Hairech (until 20 Oct 2016), Travis Harrison (until 21 Apr 2016), Dave Heindel, Diana Holland, Remo di Fiore, Tsuneyasu Goto, Johnny Hansen, Roman Hebenstreit, Peter Kennedy, Alexander Kirchner, Adjabi Lazhari (from 20 Oct 2016), Mary Liew, Terri Mast, Len McCluskey, Yasumi Morita, Dorothy Nandera, Nikolay Nikiforov (until 20 Oct 2016), Zainil Nizaraly, Conrado Oca, Sito Pantoja, Brigitta Paas (from 21 Apr 2016), Igors Pavlovs, Serge Piteljon, Oliver Richardson, Hanafi Rustandi, Miguel Angel Cillero Sanchez, Robert Scardelleti, Arlette Gay Schifferli, Tony Sheldon, Arto Sorvali, Yuri Sukhorukov (from 20 Oct 2016), Toshihiko Sumino, Steve Todd, Kaia Vask, Jan Villadsen, Keong Doo Yeom, Sharon Li Yingying, Ekaterina Yordonova (until 21 Apr 2016), Marcel Zante and Stephen Cotton (General Secretary)

Members who ceased to hold office during the year were as follows:

Said El-Hairech, Travis Harrison and Nikolay Nikiforov

Origin and Activities

The International Transport Workers' Federation (ITF) is a global organisation of transport workers' unions. It was formed in 1896 by European seafarers' and dockers' unions and a few years later joined by unions representing railway, road transport and later civil aviation workers. The ITF provides a range of services for its affiliates under the headings of organising solidarity, co-ordinating the common interests of transport workers, representing them to international organisations and informing and advising unions about developments in the transport industry. The ITF is dedicated to the support and development of strong and democratic transport workers' unions worldwide. The ITF also runs a number of specialised industrial campaigns with specific objectives, of which the largest is the campaign against the transfer of ships to Flags of Convenience (FOC) to evade national laws and national unions.

The member unions run the ITF. In 2016, there were 684 affiliates in 147 countries representing over 5 million workers. The main policy making body is the Congress, which meets every four years, and to which all affiliates can send voting delegates. The Congress elects a General Secretary who is responsible for the administration of the ITF Secretariat. The Congress also elects a President and six Vice Presidents from among the members of the Executive Board elected by the Congress. This Executive Board meets twice a year and is responsible for the conduct of ITF affairs between Congresses. It maintains regional offices in Europe, the Americas, Arab World, Asia Pacific and Africa.

Financial Report

The financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Principals including Financial Reporting Standard 102 (FRS 102). In addition to the ITF statement of income and retained earnings, statement of financial position and cash flow statement, the organisation produces separate income and expenditure statements representing separately funded activities which are included in the notes to the financial statements. The General Fund income is derived from membership fees from affiliated unions. General Fund expenses relate to the general administration of the Headquarters and Regional offices and the activities of the non-maritime industrial sections. These activities include the costs of organising meetings and conferences and the cost of publications and research. The Seafarers' International Assistance, Welfare and Protection Fund (Welfare Fund) income arises from welfare contributions and crew membership fees which are generated from ITF acceptable collective agreements for ships flying Flags of Convenience entered into by the ITF and its affiliates on

International Transport Workers' Federation

behalf of seafarers with ship owners. There is also some investment income arising from investments managed on behalf of the Fund by Integrated Financial Arrangements Ltd (Transact). Expenditure from the Welfare Fund covers ITF Maritime activities, the ITF campaign against Flags of Convenience and an agreed proportion of general ITF infrastructure and core activity costs. A donation by way of gift aid is made each year to the ITF Seafarers' Trust, a UK charity which exists to provide for the welfare of Seafarers of all nations.

The following paragraphs describe the significant events during 2016.

General Fund

Income from Affiliation fees for the year end 31 December 2016 amounted to £5.687 million (2015 £5.645 million). Total income for the year amounted to £6.296 million (2015 £6.141 million) including £563k of donor funded Education Projects received from external solidarity organisations and affiliates. Total expenditure for the year amounted to £6.276 million (2015 £5.689 million). The General Fund net deficit, after the transfer to the Congress Fund but before allowing for pension scheme adjustments was £230k (2015 surplus £202k). The General Fund share of the pension scheme deficit, calculated according to UK accounting standards, increased during 2016 from £2.731 million to £6.393 million and pension scheme adjustments of £3.357 million including actuarial losses have been reflected in the Income & Expenditure account for the year. The net movement in funds was a decrease of £3.587 million (2015 increase £546k) increasing the deficit on General Fund unallocated funds at 31 December 2016 to £6.260 million (31 December 2015 deficit £2.673 million).

The International Solidarity Fund was established within the General Fund to provide for direct financial assistance to affiliates facing serious financial crisis for example as a result of attacks by governments, employers or anti-union bodies. Expenditure on this fund was £4k during the year leaving the balance at the end of the year at £4k (2015 £8k).

Seafarers' International Assistance, Welfare and Protection Fund (Welfare Fund)

The Welfare Fund receives the bulk of its income in US dollars and its payments, particularly for Inspectorate costs, are made in a variety of currencies including US Dollars, Euros and Japanese Yen as well as Sterling. The income and expenditure which is shown in Sterling can be subject to significant variations from year to year due to movements on the world currency markets.

Payments by ship owners in respect of Welfare Fund contributions and crew membership fees increased from £37.7 million in 2015 to £43.0 million in 2016 benefitting from the strength of the US dollar after the UK voted to leave the European Union in June 2016. In the same period, £3.874 million (2015 £2.977 million) of welfare contributions from International Bargaining Forum (IBF) collective agreements have been contributed to the IBF Seafarers Support Fund. This fund is independent of the ITF and is used exclusively for seafarers employed on the ships covered by IBF agreements to provide benefits such as on board welfare facilities, crew communications and assistance or support for crew members' families. ITF representatives are included on the board of the IBF Seafarers Support Fund together with representatives of maritime employers' organisations.

Investment income, including realised capital gains/losses amounted to £1.30 million (2015 £1.04 million).

Total Welfare Fund income for the year from all sources amounted to £44.456 million (2015 £38.896 million).

Total expenses were £44.389 million (2015 £33.927 million). Gift Aid to the ITF Seafarers' Trust in 2016 was £4.5 million (2015 £1.2 million). The largest single item of operational expenditure during 2016 involves the cost of the ITF inspectorate, amounting to £14.646 million (2015 £11.607 million). The total number of inspectorates at the end of 2016 was 75. Foreign exchange gains amounting to £1.398 million (2015 loss £54k) arose largely from the year end revaluation of the Fund's Dollar and Euro cash balances. The operating net deficit on the Welfare Fund for the year was £2.183 million (2015 surplus £4.719 million).

International Transport Workers' Federation

The portion of the deficit on the ITF Retirement Benefits Scheme attributable to the Welfare Fund increased from £10.629 million at 31 December 2015 to £24.487million at 31 December 2016. Pension adjustments including actuarial losses reflected in the Income & Expenditure account totalled £12.771 million charge (2015 £1.374 million credit). After allowing for the increase in the market value of the investments and the FRS 102 pension adjustments, the net movement in funds was a £2.643 million loss (2015 surplus £7.578 million). The net assets of the Welfare Fund at 31 December 2016 were £87.266 million (2015 £89.909 million).

The unexpected June 2016 decision of the United Kingdom to leave the European Union, caused a period of turmoil in the financial markets, further to which, the value of £ sterling fell sharply on world currency markets where it remained close to historic lows. The value of the ITF's investment portfolio increased from £75.7 million at the beginning of the year to £95.1 million at the year end generating realised gains on investment disposals during the year of £3.3 million (2015 £280k) and an unrealised gain on the revaluation of the investment portfolio at the year end of £10.6 million (2015 £1.2 million) - a total of £13.9 million. In the final quarter of 2016, the ITF completed the final phased disposals of the BlackRock holdings, which had previously been part of the actively managed portfolio, in accordance with the Investment Sub Committee's (ISC) recommendation endorsed at the October 2015 Executive Board. The strong performance of the portfolio reflects the diversified approach adopted by the Investment Sub Committee which has a 60/40 Growth/Defensive strategy and a strong global bias in the target allocations. Overall the strategy agreed upon by the Investment Sub Committee has proved beneficial and the Welfare fund assets have been well protected during this period of uncertainty. Cash holdings increased marginally from £13.9 million to £14.6 million after a £4.7 million transfer to the Investment portfolio and £3.4 million expenditure on fixed asset purchases. A further £4.5 million was transferred to the ITF Seafarers' Trust in Gift Aid related payments.

Congress Fund

The sum of £2.5 million was transferred to the Congress fund in 2016. Further allocations will be made in future years towards the cost of the 44th ITF Congress to be held in October 2018.

Tangible fixed assets

The most significant addition to fixed assets in the year was the purchase of 2 further residential properties to house affiliates, who travel to the London headquarters for training or on secondment. The purchase is intended to support the ITF's operating needs whilst providing a good long term investment of its funds, especially as the demand for hotel beds and short term rentals in London has remained strong. The modernisation of the ITF Headquarters building in London continued with the replacement of a second passenger lift, enhancements to the access control and security systems, and design works for the refurbishment of the 2nd and 3rd floors.

The costs of the properties are reflected in the fixed asset note 13 to the accounts.

Pension scheme

The Federation operates a defined benefits pension scheme, the ITF Retirement Benefits Scheme. The scheme funds are administered by trustees and are independent of the Federation's finances. Benefits under the scheme are based on employees' final remuneration and length of service. The pension cost is assessed in accordance with the advice of an independent qualified actuary. The last full actuarial valuation carried out at 1 January 2014 revealed a surplus in the scheme of £50,000. The next triennial valuation will be based on 1 January 2017 scheme assets and liabilities.

During the financial year employer's contributions receivable from the ITF were paid at the rate of 23.3% of pensionable salaries with a corresponding contribution rate of 8% for employees.

The FRS 102 pension liability is calculated using a different basis than the triennial actuarial valuation. The defined benefit costs and pension scheme deficit have been apportioned between the funds, on the basis

International Transport Workers' Federation

of the estimated proportion of pension costs applicable to each fund, and are disclosed in full in note 26 to the accounts.

International Transport Workers' Federation

Statement of Executive Board Members' Responsibilities

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the Executive Board of the Federation to:

- keep proper records which give a true and fair view of the state of affairs of the Federation and explain its transactions;
- establish and maintain a satisfactory system of control of the accounting records, cash holdings and all receipts and remittances;
- prepare an annual return for the Certification Officer giving a true and fair view of the Statement of Income and Retained Earnings and Statement of Financial Position; and
- provide Members of the Federation with a statement of Income and Retained Earnings for the year.

The Executive Board Members confirm that:

- so far as each Member is aware, there is no audit information of which the Federation's auditor is unaware; and
- the Members have taken all the steps that they ought to have taken as Members in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The maintenance and integrity of the International Transport Workers' Federation website is the responsibility of the Federation. The work carried out by the auditors does not involve the consideration of these matters, and accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

Legislation in the United Kingdom governing the preparation and dissemination of the accounts and the other information included in annual reports may differ from legislation in other jurisdictions.

Auditors

Grant Thornton UK LLP has expressed their willingness to continue in office.



Stephen Cotton – General Secretary

20 October 2017

International Transport Workers' Federation

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

We have audited the financial statements of the International Transport Workers' Federation for the year ended 31 December 2016, which comprise the statement of income and retained earnings, the statement of financial position, the cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies) including FRS 102.

This report is made solely to the International Transport Workers' Federation, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our work has been undertaken, so that we might state to the International Transport Workers' Federation 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 International Transport Workers' Federation, as a body, for our audit work, or for the opinion we have formed.

Respective responsibilities of Members of the Executive Board and Auditor

As explained more fully in the Statement of Executive Board Members' Responsibilities, the Members of the Executive Board are responsible for the preparation of the financial statements, which give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of the audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements give a true and fair view of the state of the International Transport Workers' Federation's affairs as at 31 December 2016, and of its net income for the year then ended in accordance with United Kingdom Generally Accepted Accounting Practice.

Matters on which we are required to report by exception

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

- the International Transport Workers' Federation has not kept proper accounting records in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992;
- the International Transport Workers' Federation has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28;
- the financial statements do not agree with the accounting records; or
- we have failed to obtain all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of an audit.

Grant Thornton UK LLP

Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
Grant Thornton House
Melton Street, Euston Square
London NW1 2EP

Date: *20 June 2017*

International Transport Workers' Federation

Statement of Income and Retained Earnings for the year ended 31 December 2016

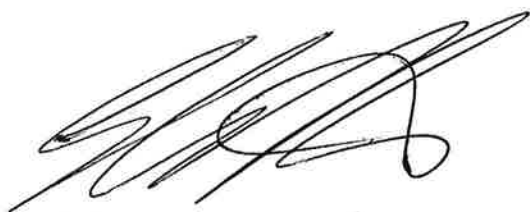
	Notes	Year Ended 31 December 2016 £'000	Year Ended 31 December 2015 £'000
Income			
Affiliation fees receivable	1a	5,687	5,645
Remitted by Ship owners and collecting Unions:			
Welfare contributions and crew membership fees	1b	43,003	37,696
Education Projects - donor funding	1a	563	489
Investment Income	2	1,300	1,043
Rent receivable and other income		199	164
Total Income		50,752	45,037
Expenditure			
Headquarters staff costs	4	11,114	9,660
Headquarters office costs	5	1,998	1,885
Meetings, conferences and activities	6	4,439	3,519
Publication and public relations	7	2,607	1,171
Regional offices	8	4,496	3,233
Inspectorate representation	9	14,646	11,607
Other professional fees	10	1,635	1,790
Assistance and donations		1,107	565
Solidarity Fund Expenditure	18	4	24
Contributions to IBF Fund	1b	3,874	2,977
Project advances written back	11	(1)	65
Affiliation fees written off	1a	61	117
Education projects - Expenditure	1a	576	489
General Expenses	12	322	77
Foreign exchange losses/(gains)		(1,700)	126
(Gain) / loss on disposal on fixed assets	13	140	-
Depreciation	13	851	1,135
Gift aid in favour of the ITF Seafarers' Trust	3	4,500	1,200
Total expenditure		50,669	39,640
Investment revaluation		13,900	1,485
Net Income/(Expenditure) for year before taxation		13,983	6,882
Taxation	21	(1,589)	-
Net Income/(Expenditure for year after taxation)		12,394	6,882
Pension scheme actuarial gain / (loss)	26	(17,410)	2,639
Pension scheme return on assets excluding interest	26	1,282	(921)
Net movement in funds		(3,734)	8,600
Funds balance brought forward		87,744	79,144
Funds balance at 31 December 2016		84,010	87,744

International Transport Workers' Federation

Statement of Financial Position as at 31 December 2016

	Notes	Year Ended 31 December 2016 £'000	Year Ended 31 December 2015 £'000
Fixed Assets			
Tangible assets	13	17,523	15,074
Investments at market value	14	95,119	75,709
		112,642	90,783
Current Assets			
Cash at bank	20	14,557	13,886
Cash held by investment managers	20	205	172
Debtors	15	2,848	5,453
Creditors: due within one year	16	(13,559)	(9,029)
Net current assets		4,051	10,482
Long term liabilities	17	(1,803)	(161)
Total assets less liabilities		114,890	101,104
Net assets excluding pension liability		114,890	101,104
Defined benefits pension scheme liability	26	(30,880)	(13,360)
Net assets		84,010	87,744
Represented by:			
General Fund		133	57
Welfare Fund		95,484	94,934
Investments revaluation reserve	14	16,269	5,605
Pension reserve	26	(30,880)	(13,360)
Total unallocated funds		81,006	87,236
International Solidarity Fund	18	4	8
Congress Fund	19	3,000	500
		84,010	87,744

The financial statements on pages 10 to 28 were approved and authorised for issue by the Executive Board on 20 October 2017 and signed on their behalf on 20 October 2017



S. Cotton
General Secretary



P. Crumlin
President

International Transport Workers' Federation

Cash Flow Statement as at 31 December 2016

	Notes	Year Ended 31 December 2016 £'000	Year Ended 31 December 2015 £'000
Cash flows from operating activities			
Operating surplus / (deficit) for the year		83	5,397
Adjustments for:			
Depreciation of tangible assets	13	851	1,135
Loss on disposal of fixed assets		140	-
Pension scheme adjustments:			
Net interest cost on pension		524	505
Current and past service cost charged to expenditure		2,355	2,273
Contributions paid		(1,487)	(1,293)
Investments:			
Investment income	2	(1,300)	(1,043)
Rental income		(140)	(149)
(Increase) / decrease in trade and other debtors		2,605	(2,754)
(Decrease) / increase in trade creditors		4,583	1,623
Net cash generated from operating activities		8,214	5,694
Cash flows from investing activities			
Purchase of tangible assets	13	(3,440)	(6,251)
Net purchase of investments		(5,510)	(5,553)
Interest and dividends received	2	1,300	1,043
Rental income		140	149
Net cash from investing activities		(7,510)	(10,612)
Cash flows from financing activities			
Interest paid		-	-
Net cash used in financing activities		-	-
Net increase in cash and cash equivalents		704	(4,918)
Cash and cash equivalents at the beginning of the year	20	14,058	18,976
Cash and cash equivalents at the end of the year	20	14,762	14,058

International Transport Workers' Federation

Notes to the Financial Statements

Accounting policies

The financial statements have been prepared under the historical cost convention, and are in accordance with applicable accounting standards including FRS 102. The following principal accounting policies have been applied.

a) *Foreign currency*

Foreign currency transactions are translated at the rates ruling when they occur. Foreign currency assets and liabilities are translated into sterling at the rates of exchange ruling at the statement of financial position date. Any differences are taken to the statement of income and retained earnings.

b) *Affiliation fees receivable*

(i) Affiliation fees are accounted for on a receivable basis.

(ii) The Federation's Constitution allows affiliates, in certain circumstances, to request that their annual fee be calculated at concessionary rates and this procedure has been applied during 2016. The total amount of affiliation fees receivable shown in the statement of income and retained earnings does not, therefore, represent the total amount due on reported membership calculated at the standard affiliation fee rate.

c) *Welfare contributions and crew membership fees*

On signing an ITF agreement with an ITF affiliate, a ship owner:

- (i) undertakes to make a yearly welfare contribution per head in advance;
- (ii) if appropriate, arranges for the crew to become members of the Special Seafarers' Department;
and
- (iii) remits the appropriate membership fees on their behalf.

Such contributions and fees are voluntary and are paid directly by the ship owners or collected by affiliated unions. In view of the uncertainty associated with the receipt of the income, it is deemed appropriate to recognise the income upon receipt.

d) *Investment income*

Interest on fixed interest investments is accrued on a receivable basis; dividends on equities are brought into account when received.

e) *Administration charge*

A proportion of the General Fund's employment and other administration costs have been charged to the Seafarers' International Assistance, Welfare and Protection Fund and the ITF Seafarers' Trust, over and above directly incurred expenditure, to reflect the activity carried out on their behalf by employees paid from the General Fund.

f) *Gift aid*

When given to a third party, gift aid is treated as a donation cost.

International Transport Workers' Federation

g) Taxation

For United Kingdom taxation purposes, the Federation is treated as an unincorporated association and assessed to corporation tax on both its investment income and any net gains on the disposal of investments. The ITF mitigates its taxable income by way of Gift Aid to the ITF Seafarers' Trust, a registered charity in England and Wales, number 281936.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date. Timing differences are differences between the Federation's taxable profit and its results as stated in the financial statements that arise from inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements.

h) Pension Scheme FRS 102

The Federation operates a defined benefits contributory pension scheme open to all UK based employees of the ITF. The scheme is independent of the ITF and is administered by Trustees. Pension scheme costs and liabilities are reflected in these financial statements in accordance with the requirements of FRS 102. Scheme costs and liabilities have been apportioned between the General Fund and the Welfare Fund in accordance with the allocation of pensionable salaries between the funds including the administration charge.

i) Fixed Assets and Depreciation

All assets, including land and buildings are included in the Financial Statements at cost. Additions totalling over £10,000 are capitalised.

Furniture and equipment, computer systems and motor vehicles are fully depreciated on a straight-line basis over three to ten years. Property is depreciated at 2 percent per annum on a straight-line basis.

j) Investments

Investments are stated at fair value. Unrealised and realised investment gains and losses are shown in the Statement of Income and Retained Earnings.

k) Provision for liabilities

Provisions are recognised when the Federation has a present obligation (legal or constructive) as a result of a past event, it is probable that the Federation will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

The Federation recognises a provision for annual leave accrued by employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months. The provision is measured at the salary cost payable for the period of absence.

l) Key judgements and uncertainties

International Transport Workers' Federation

In preparing these financial statements to conform to UK Generally Accepted Accounting Principles and by applying the Federation's accounting policies, management are required to use judgements in applying estimates and assumptions which affect the reported amounts. The items in the financial statements where these judgements and estimates have been made include:

(i) Defined Benefit Pension Scheme – Management engage with an actuarial team, see note 26 for more details.

m) Financial Instruments

The Federation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, representing amortised cost as follows:

Financial Instrument	Measurement on initial recognition
Cash	Cash held
Debtors	Settlement amount after any trade discounts
Creditors	Settlement amount after any trade discounts (Assuming normal credit terms apply)
Investments – non puttable unit trusts (i.e. without an option to sell the shares at a later date at an agreed price)	Transaction price (cost)

International Transport Workers' Federation

Notes to the Financial Statements

1a. General Fund – Income and Expenditure including Pension reserve

	Notes	Year Ended 31 December 2016 £'000	Year Ended 31 December 2015 £'000
Income			
Affiliation fees receivable		5,687	5,645
Education Projects – Donor Funding		563	489
Bank and loan interest		3	2
Other income		43	5
Total Income		6,296	6,141
Expenditure			
Headquarters staff costs	4	2,086	1,718
Headquarters running costs	5	152	150
Meetings, conferences and activities	6	1,225	835
Publications and public relations	7	356	239
Regional offices	8	1,955	1,824
Legal and professional	10	168	125
Fees, advances and balances written (back)/off	11	(17)	41
Affiliation fees written off		61	117
Assistance & donations		2	66
Education Projects - Expenditure		576	489
General expenses	12	14	13
Foreign exchange (gains)/losses		(302)	72
Total Expenditure		6,276	5,689
Surplus for the year before congress expenditure		20	452
Transfer to Congress Fund	19	(250)	(250)
Operating (Deficit)/Surplus for year		(230)	202
Pension scheme actuarial gain / (loss)		(3,624)	529
Pension scheme return on assets excluding interest		267	(185)
Net movement in funds after pension scheme adjustments		(3,587)	546
Fund balance brought forward		(2,673)	(3,219)
Fund balance at year end		(6,260)	(2,673)

International Transport Workers' Federation

Notes to the Financial Statements

1b. Seafarers' International Assistance, Welfare and Protection Fund Income and Expenditure including Pension and Investment reserves

	Notes	Year Ended 31 December 2016 £'000	Year Ended 31 December 2015 £'000
Income			
Remitted by Ship owners and collecting unions:			
Welfare contributions and crew membership fees		43,003	37,696
Investment Income	2	1,297	1,041
Rent receivable and other income		156	159
Total Income		44,456	38,896
Expenditure			
Headquarters staff costs	4	9,028	7,942
Headquarters running costs	5	1,846	1,735
Meetings, conferences and activities	6	3,214	2,684
Publications and public relations	7	2,251	932
Regional offices	8	2,541	1,409
Inspectorate representation	9	14,646	11,607
Legal and professional fees	10	1,467	1,665
Assistance and donations		1,105	499
Contributions to IBF Fund		3,874	2,977
Fees, advances and union balances written off	11	16	24
General expenses	12	308	64
Foreign exchange (gains)/losses		(1,398)	54
Loss on disposal of fixed assets		140	-
Depreciation Charges	13	851	1,135
Gift aid in favour of the ITF Seafarers' Trust	3	4,500	1,200
Total expenditure		44,389	33,927
Transfer to Congress Fund	19	(2,250)	(250)
Operating (deficit)/surplus for the year before taxation		(2,183)	4,719
Taxation	21	(1,589)	-
Investment revaluation		13,900	1,485
Pension scheme actuarial gain / (loss)		(13,786)	2,110
Pension scheme return on assets excluding interest		1,015	(736)
Net movement in funds		(2,643)	7,578
Fund balance brought forward		89,909	82,354
Transfer to Solidarity Fund		-	(23)
Fund balance at year end		87,266	89,909

International Transport Workers' Federation

Notes to the Financial Statements

	General Fund	Welfare Fund	Total 2016	Total 2015
	£'000	£'000	£'000	£'000
2. Investment Income				
Interest and dividends	3	1,297	1,300	1,043
	<u>3</u>	<u>1,297</u>	<u>1,300</u>	<u>1,043</u>
3. Gift aid				
Gift aid in favour of the ITF Seafarers' Trust	-	4,500	4,500	1,200
4. Headquarters staff costs	£'000	£'000	£'000	£'000
Salaries	2,946	3,547	6,493	5,774
Staff benefits and ex-gratia payments	59	924	983	395
Social security	344	347	691	568
Pension and employee insurance contributions	605	2,170	2,775	2,783
Staff training and recruitment	77	177	254	220
	<u>4,031</u>	<u>7,165</u>	<u>11,196</u>	<u>9,740</u>
Salaries costs recharged from General Fund	(1,863)	1,863	-	-
Charge to ITF Seafarers' Trust	(82)	-	(82)	(80)
Congress expenditure	-	-	-	-
	<u>2,086</u>	<u>9,028</u>	<u>11,114</u>	<u>9,660</u>
			£'000	£'000
Remuneration in respect of the General Secretary was as follows			195	143
Emoluments including employers social security costs			34	25
Pension contributions to defined benefit pension scheme			<u>229</u>	<u>168</u>
			£'000	£'000
Remuneration in respect of other ITF Officers was as follows			1,906	1,644
Emoluments including employers social security costs			328	243
Pension contributions to defined benefit pension scheme			<u>2,234</u>	<u>1,887</u>
5. Headquarters running costs	£'000	£'000	£'000	£'000
Rent, rates, services and building maintenance	141	808	949	871
Computer systems maintenance	-	750	750	760
Stationery and office supplies	7	57	64	52
Data communications, telephone and postage	4	231	235	202
Congress expenditure	-	-	-	-
	<u>152</u>	<u>1,846</u>	<u>1,998</u>	<u>1,885</u>

The rental charge for the General Fund includes a charge of £140,000 from the Welfare Fund for use of ITF House in London. The corresponding income is included in Rent receivable and other income in the Welfare Fund Income & Expenditure account.

International Transport Workers' Federation

	General Fund	Welfare Fund	Total 2016	Total 2015
	£'000	£'000	£'000	£'000
6. Meetings, conferences and activities				
Fares	459	1,233	1,692	1,389
Per Diems	-	203	203	190
Hotel and subsistence	284	670	954	986
Translations	149	156	305	210
Invitations and hospitality	50	95	145	119
Interpretation	86	168	254	189
Other meeting costs	197	643	840	368
Week of Action Costs	-	46	46	68
Congress expenditure	-	-	-	-
	1,225	3,214	4,439	3,519
7. Publications and public relations	£'000	£'000	£'000	£'000
Publication subscriptions	10	123	133	105
Printing and Production	12	160	172	151
Library purchases	1	2	3	6
Graphic design and creative	10	8	18	10
Despatching costs	3	28	31	16
Other publications and research	306	1,864	2,170	845
Audio Visual	8	25	33	25
Promotional material	6	41	47	13
	356	2,251	2,607	1,171
8. Regional offices	£'000	£'000	£'000	£'000
Africa: Nairobi	243	191	434	476
Ouagadougou	69	79	148	116
Arab World: Amman	390	123	513	529
Asia Pacific: Delhi	162	142	304	469
Tokyo	194	361	555	192
Sydney	2	781	783	172
Singapore	-	9	9	-
Americas: Rio de Janeiro	698	320	1,018	697
Europe: ETF	197	535	732	582
	1,955	2,541	4,496	3,233
9. Inspectorate representation (Welfare Fund)		£'000	£'000	£'000
Reimbursement of staff costs		9,364	9,364	7,885
Hotel and travel		1,311	1,311	1,091
Office and other costs		3,139	3,139	1,279
		13,814	13,814	10,255
Inspectorate development		832	832	1,352
		14,646	14,646	11,607

International Transport Workers' Federation

	General Fund	Welfare Fund	Total 2016	Total 2015
	£'000	£'000	£'000	£'000
10. Legal and professional fees				
Audit and accountancy fees	8	73	81	61
General legal fees	-	289	289	616
Other professional fees	160	1,105	1,265	1,113
	168	1,467	1,635	1,790
11. Provisions for fees, advances and union account balances				
Amounts written back in year	(17)	16	(1)	65
	(17)	16	(1)	65

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.

	General Fund	Welfare Fund	Total 2016	Total 2015
	£'000	£'000	£'000	£'000
12. General Expenses				
Bank charges and interest	10	79	89	78
Investment management fees rebated	-	151	151	(54)
General expenses	4	78	82	53
	14	308	322	77

During 2016 investment management fees of £196k (2015 £129k) were charged directly to the investment portfolios.

13. Tangible fixed assets (Welfare Fund)

	Land and Buildings	Furniture and equipment	Computer Systems	Motor Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost					
1 January 2016	16,821	1,203	3,621	53	21,698
Additions	3,250	44	146	-	3,440
Disposals	(146)	-	-	-	(146)
31 December 2016	19,925	1,247	3,767	53	24,992
Depreciation					
1 January 2016	2,676	659	3,248	41	6,624
Charge for the year	386	105	354	6	851
Disposals	(6)	-	-	-	(6)
31 December 2016	3,056	764	3,602	47	7,469
Net book value					
31 December 2016	16,869	483	165	6	17,523
31 December 2015	14,145	544	373	12	15,074

International Transport Workers' Federation

13. Tangible fixed assets (Welfare Fund) continued

The principal addition in the year was the purchase of 2 long leasehold apartments for a total of £2.43 million including associated land taxes and legal costs.

14. Investments (Welfare Fund)	Year ended 31 December 2016 £'000	Year ended 31 December 2015 £'000
Cost		
Fixed interest securities and bond funds	29,705	22,885
Equities and property unit trusts	49,145	47,219
	78,850	70,104
Add revaluation reserve		
Attributable to:		
Fixed interest securities and bond funds	1,573	301
Equities and property unit trusts	14,696	5,304
Market Valuation at 31 December 2016	95,119	75,709

15. Debtors	Congress Fund £'000	General Fund £'000	Welfare Fund £'000	Total 2016 £'000	Total 2015 £'000
Amounts owed by affiliated unions:					
Affiliation fees	-	74	-	74	98
Other	4	2,265	(979)	1,290	4,010
Inter fund	2,996	4,549	(7,545)	-	-
Amounts owed by ITF Seafarers' Trust	-	110	1	111	1
Income tax recoverable	-	-	19	19	70
Advances and debtors	-	116	1,238	1,354	1,274
	3,000	7,114	(7,266)	2,848	5,453

Affiliation fees due are stated net of provision of £75k (2015: £131k).

16. Creditors: due within one year	General Fund £'000	Welfare Fund £'000	Total 2016 £'000	Total 2015 £'000
Creditors and advances	7,697	4,928	12,625	7,961
Accrued expenses	187	747	934	1,068
Amount owed to ITF Seafarers' Trust	-	-	-	-
	7,884	5,675	13,559	9,029

International Transport Workers' Federation

17. Long term liabilities	Deferred liabilities	Deferred taxation	Total 2016
	£'000	£'000	£'000
Opening balance at 1 January 2016	161	-	161
Movement in year	53	1,589	1,642
Closing balance at 31 December 2016	214	1,589	1,803

Deferred liabilities comprise 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 gain on the investment portfolio which has been estimated as the market value of the investments at 31 December 2016 less the cost of the investments and indexation allowance. The potential gain is reduced by management expenses.

18. Solidarity Fund	2016	2015
	£'000	£'000
Balance at 1 January	8	9
Receipts	-	23
Grant paid	(4)	(24)
Balance at 31 December 2016	4	8

19. Congress Fund	2016	2015
	£'000	£'000
Balance at 1 January	500	-
Transfer from General Fund	250	250
Transfer from Welfare Fund	2,250	250
Congress expenditure	-	-
Balance at 31 December 2016	3,000	500

20. Analysis of cash as shown in the balance sheet	2016	2015
	£'000	£'000
Cash at bank	14,557	13,886
Cash held by investment managers	205	172
Balance at 31 December 2016	14,762	14,058

International Transport Workers' Federation

	Year ended 31 December 2016 £'000	Year ended 31 December 2015 £'000
21. Tax on ordinary activities		
Tax on ordinary activities		
Current tax	-	-
Deferred tax	1,589	-
	<u>1,589</u>	<u>-</u>
UK tax charge/ (credit)		
Surplus/ (Deficit) on ordinary activities multiplied by standard rate of UK tax of 20% (2015:20.25%)	2,796	1,530
Non taxable income net of unrelieved operating losses	(315)	(1,586)
Disallowable expenditure/non taxable income	(1,167)	192
Non-trade charge unutilised	-	243
Movement in deferred tax not recognised	275	(379)
Actual tax charge	<u>1,589</u>	<u>-</u>

22. Analysis of net assets between funds	Congress Fund £'000	General Fund £'000	International Solidarity Fund £'000	Welfare Fund £'000	Total ITF 2016 £'000
Fixed assets	-	-	-	17,523	17,523
Investments	-	-	-	95,119	95,119
Cash held by investment managers	-	-	-	205	205
Cash	-	1,073	-	13,484	14,557
Debtors	4	2,565	-	279	2,848
Creditors	-	(8,050)	-	(7,312)	(15,362)
Inter fund balances	2,996	4,545	4	(7,545)	0
Pension provision	-	(6,393)	-	(24,487)	(30,880)
	<u>3,000</u>	<u>(6,260)</u>	<u>4</u>	<u>87,266</u>	<u>84,010</u>

23. Capital commitments

As at 31 December 2016 the ITF had a capital commitment for £450k relating to the initial phase of a planned refurbishment of the office space in ITF House, the London Headquarters of the ITF.

24. Contingent Liability

The 2011 ITF balance sheet contained a liability of £4,093,755 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 agent on behalf of the seafarers and that the liability for the back pay and corresponding cash balances should not appear in the ITF's balance sheet. However, the ITF acknowledges an ongoing liability to pay out a backpay 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.

International Transport Workers' Federation

25. Related Party Transactions

None of the Vice Presidents, Section Chairs or President have undertaken any material transactions with the ITF in a personal capacity during the year. However a number of them hold senior positions with affiliates or other organisations which have had financial transactions with the ITF. In the interest of transparency these transactions are summarised below.

	Relationship	Fees receivable £'000	Costs £'000	Trade & other receivables £'000	Trade & other payables £'000
ITF Seafarers' Trust	Connected person	-	-	111	-
Administrative support		82	-	-	-
Gift Aid donation		-	4,500	-	-
2016 Total		82	4,500	111	-
2015 Total		80	1,200	1	-
Seafarers Rights International	Connected person	-	-	-	288
Consultancy services on projects including Fair Treatment of Seafarers, Cabotage and Maritime Labour Convention		-	1,150	-	-
2016 Total		-	1,150	-	288
2015 Total		-	-	-	-
Maritime Union of Australia	Connected person	-	-	162	77
Affiliation fees		21	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	625	-	-
Flags of Convenience campaign and support of seafarers		-	1,162	-	-
Purchase of long leasehold property		-	1,016	-	-
Lease of premises and property improvements		-	177	-	-
Cabotage Campaign legal expenses		-	527	-	-
Sydney office costs & reimbursement of meeting costs		-	-	-	-
2016 Total		21	3,507	162	77
2015 Total		23	795	280	-
Norsk Sjomannsforbund	Connected person	-	-	-	61
Affiliation fees		17	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	685	-	-
Flags of Convenience campaign and support of seafarers		-	165	-	-
Seconded costs		-	84	-	-
Reimbursement of meeting costs		-	-	-	-
2016 Total		17	934	-	-
2015 Total		17	894	-	112

International Transport Workers' Federation

	Relationship	Fees receivable £'000	Costs £'000	Trade & other receivables £'000	Trade & other payables £'000
International Longshoremen's Association	Connected person	-	-	26	-
Affiliation fees		80	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	-	-	-
Flags of Convenience campaign and support of seafarers		-	522	-	-
Reimbursement of meeting costs		-	5	-	-
2016 Total		80	527	26	-
2015 Total		78	541	29	-
Seafarers' International Union	Connected person	-	-	65	-
Affiliation fees		121	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	-	-	-
Flags of Convenience campaign and support of seafarers		-	395	-	-
Reimbursement of meeting costs		-	43	-	-
2016 Total		121	438	65	-
2015 Total		117	500	-	31
South African Transport & Allied Workers Union	Connected person	-	-	49	44
Affiliation fees		49	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	-	-	-
Flags of Convenience campaign and support of seafarers		-	75	-	-
Reimbursement of meeting costs		-	1	-	-
2016 Total		49	76	49	44
2015 Total		24	62	-	112
Federation of Transport Trade Unions of Bulgaria	Connected person	-	-	-	13
Affiliation fees		4	-	-	-
Distribution of voluntary income from the Seafarers' International Assistance, Welfare and Protection Fund for the purposes of supporting the mutual objectives of ITF		-	-	-	-
Flags of Convenience campaign and support of seafarers		-	30	-	-
Reimbursement of meeting costs		-	4	-	-
2016 Total		4	34	-	13
2015 Total		4	39	-	-

International Transport Workers' Federation

	Relationship	Fees receivable £'000	Costs £'000	Trade & other receivables £'000	Trade & other payables £'000
United Seamen's Service	Connected person	-	-	-	-
Awards ceremony table sponsorship and program advertising		-	8	-	-
2016 Total		-	8	-	-
2015 Total		-	-	-	-
Bonbon Communications & Events Ltd	Connected person	-	-	-	-
Purchase of brand design and communication services and event management services		-	47	-	-
2016 Total		-	47	-	-
2015 Total		-	-	-	-

26. Pension

The Federation operates a defined benefits pension scheme, the ITF Retirement Benefits Scheme. The scheme funds are administered by trustees and are independent of the Federation's finances. 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 valuation of the Scheme as at 1 January 2014 and updated to 31 December 2016 using assumptions which are consistent with the requirements of FRS 102. In order to reflect the requirements of FRS 102 separately in the General and Welfare Funds the defined benefit costs and the pension scheme deficit have been apportioned between the funds on the basis of the estimated proportion of pension costs applicable to each fund.

Reconciliation of opening and closing balances of the defined benefit obligation

	2016 £'000	2015 £'000
Opening defined benefit obligation	46,017	45,223
Current service cost	2,355	2,204
Past service cost	-	68
Interest cost	1,780	1,658
Employee contributions	243	293
Actuarial loss / (gain)	17,410	(2,639)
Benefits paid	(912)	(790)
Defined benefit obligation at end of year	66,893	46,017

International Transport Workers' Federation

Reconciliation of opening and closing balances of the fair value of plan assets

	2016	2015
	£'000	£'000
Opening fair value of scheme assets	32,657	31,630
Interest income	1,256	1,153
Expected return on assets excluding interest income	1,282	(921)
Non investment expenses met directly by the scheme	0	(1)
Employer contributions	1,487	1,293
Employee contributions	243	293
Benefits paid	(912)	(790)

Fair value of scheme assets at end of year

36,013	32,657
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	2016	2015
Present value of funded obligations	(66,893)	(46,017)
Fair value of plan assets	36,013	32,657

Net liability

(30,880)	(13,360)
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Attributable to General Fund (20%)	(6,393)	(2,731)
Attributable to Welfare Fund (80%)	(24,487)	(10,629)

(30,880)	(13,360)
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Amounts included in the Statement of Income and Retained Earnings are as follows:

	2016	2015
	£'000	£'000
Current service cost	2,355	2,204
Past service cost	-	68
Net interest on pension liabilities	524	505
Total amount charged within operating surplus	2,879	2,777
Attributable to General Fund	599	557
Attributable to Welfare Fund	2,280	2,220
	2,879	2,777

Amounts recognised in Other Comprehensive Income

	2016	2015
	£'000	£'000
Actuarial gains/(losses)	17,410	2,639
Actual return on assets less interest	(1,282)	(921)
Total amount charged to Other Comprehensive Income	16,128	1,718
Attributable to General Fund	3,357	344
Attributable to Welfare Fund	12,771	1,374
	16,128	1,718

International Transport Workers Federation

International Transport Workers' Federation

The ITF expects to contribute £1.4 - £1.5 million to its defined benefit pension scheme in 2017.

The major categories of scheme assets as a percentage of total Scheme assets are as follows:

	2016	2015
Diversified Growth Fund Assets/Equities	80%	66%
LDI	8%	0%
Bonds	0%	16%
Gilts	0%	6%
Cash	0%	0%
Other assets	12%	12%
	2016	2015
	£'000	£'000
The actual return on scheme assets in the year	2,538	232

Principal assumptions at the balance sheet date used by the actuary were:

	2016	2015
Discount rate	2.60%	3.80%
Rate of inflation (CPI)	2.40%	2.20%
Rate of inflation (RPI)	3.40%	3.20%
Rate of increase in salaries	4.40%	4.20%
Rate of increase for deferred pensioners	2.40%	2.20%
Rate of increase of pensions in payment:		
- at RPI up to 5% pa	3.30%	3.10%
- at RPI up to 4% pa	3.10%	3.00%

Life expectancy	Year Ended 31/12/2016		Year Ended 31/12/2015	
	Male	Female	Male	Female
Life expectancy for someone aged 65	23.7 years	25.0 years	23.6 years	24.9 years
Life expectancy at age 65 for someone aged 45	25.4 years	26.9 years	25.3 years	26.8 years