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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	International Transport Workers' Federation
Year ended:	31 Dec 2013
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	Theresa Broome
Telephone Number:	0207 940 9235
E-mail:	Broome_theresa@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 2011)

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					A

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

683

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:

683

and names:

See attached listing (683 affiliates)

Executive Board and Officers

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

President: Paddy Crumlin

Vice Presidents: Severino Almeida Filho, John D Baker, Zenzo Mahlangu, Lars Lindgren, Brigitta Paas

Executive Board members: Najeem Usman Yasin Alhaji, Susan Ayoyi, Benito Bahena Lome, Christine Behle, Alicia Castro, Robert Crow, Leslie Devendra, Remo di Fiore, Kazuya Fujii, Roman Hebenstreit, Mukhtar Hili, Patrick Hurel, Peter Kennedy, Alexander Kirchner, Joong Hwan Lee, Mary Liew, Terri Mast, Len McCluskey, Yasumi Morita, Nikolay Nikiforov, Conrado Oca, Sito Pantoja, Peep Peterson, Canjeevaram A Rajasridhar, Hanafi Rustandi, Amaparo Sanchez, Robert Scardelletti, Julio Adolfo Sosa, Arto Sorvali, Vladimir Svalina, Kaia Vask, Ivan Victor, Jan Villadsen, Ekaterina Yordanova, Marcel Zante and Stephen Cotton (Acting General Secretary)

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

Yoji Fujisawa, Noëlle Leclerc Olivier, Emmanuel Mensah, and David Cockroft (General Secretary)

David Cockroft resigned as General Secretary on 31 May 2013 and Stephen Cotton was appointed as Acting General Secretary in his place until the expiration of the 4 year term in August 2014 at the 43rd Congress.

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	Yoji Fujisawa	Yasumi Morita	October 2013
Executive Board member	Noëlle Leclerc Oliver	Patrick Hurel	May 2013
Vice President	Emmanuel Mensah	Najeem Usman Yasin Alhaji	October 2013
General Secretary	David Cockroft	Stephen Cotton	Tbc

International Transport Workers' Federation
List of Affiliated Unions as at 31 December 2013

Country	Affiliate
Angola	Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)
Benin	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin
Benin	Syndicat des Forces Ouvrieres des Manutentions Portuaires du Benin
Benin	Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie
Benin	Syndicat National des Travailleurs de la Météorologie et de l'Aviation Civile (SYNATRAMAC)
Benin	Syndicat National des Marins du Bénin (SYNAMAB)
Botswana	Botswana Railways Amalgamated Workers
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires du Transport du Burkina (FSTAT-B)
Burkina Faso	Union des Chauffeurs routiers du Burkina
Burkina Faso	Syndicat Libre des Cheminots du Burkina
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)
Burundi	Fédération Nationale des Travailleurs des Transports
Cameroon	Confédération Générale des Syndicats des Transports du Cameroun
Cameroon	Syndicat National des Employes du Secteur des Transports Terrestres
Cape Verde	Sindicato de Transportes, Telecomunicacoes, Hotelaria e Turismo
Congo	Fédération Syndicale des Travailleurs du Transport Aérien, Aviation Civile et assimilés
Congo DR	Fédération Nationale des Ouvriers du Transport
Congo DR	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE
Congo DR	Centrale des Travailleurs du Transport et Communication - CSC
Congo DR	Syndicat des Travailleurs de Transport et Communication (SYTRACOM)
Congo DR	Syndicat des Travailleurs Responsables du Congo
Congo DR	Organisation des Travailleurs Unis du Congo
Congo DR	Syndicat des Travailleurs Libres (STL)
Congo DR	Syndicat des Travailleurs de l'Aviation Civile (SYTAC)
Congo DR	Action Syndicale pour le Developpement "SYNDICAT ACTIONS"
Congo DR	Union des Travailleurs Libres
Eritrea	Transport & Communications Workers' Federation
Ethiopia	Transport & Communication Workers' Unions Industrial Federation
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC
Ghana	Maritime and Dockworkers' Union (Ghana)
Ghana	Ghana Merchant Navy Officers' Association (GMNOA)
Guinea-Conakry	Fédération Nationale des Transports Autos et Motos
Guinea-Conakry	Fédération Nationale des Transports et Marins Pêcheurs de Guinée (FENATRAMP.G)
Ivory Coast	Syndicat des Conducteurs de Taxi de Côte d'Ivoire
Ivory Coast	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits

Ivory Coast	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan
Ivory Coast	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)
Ivory Coast	Syndicat des Travailleurs de la SOTRA (SYNTRAS)
Ivory Coast	Syndicat Unique du Personnel du Port Autonome de San Pedro
Ivory Coast	Syndicat du Personnel de l'Aéroport Abidjan-Aeria
Kenya	Dockworkers' Union Kenya
Kenya	Aviation and Allied Workers Union
Kenya	Transport Workers Union Kenya
Kenya	Kenya Long Distance Truck Drivers & Allied Workers Union
Kenya	Railway and Allied Workers' Union (RAWU)
Kenya	Seafarers Union of Kenya
Liberia	United Workers' Union of Liberia
Liberia	Independent Mano River Transport Union of Liberia
Liberia	United Seamen, Ports and General Workers' Union of Liberia (USPOGUL)
Liberia	National Brotherhood of Teamsters Union of Liberia
Madagascar	Syndicat General Maritime de Madagascar
Malawi	Transport & General Workers' Union
Malawi	Central East African Railway Workers' Union (CEARWU)
Mali	La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali
Mali	Syndicat National des Chauffeurs et Conducteurs Routiers
Mali	Syndicat Autonome des Travailleurs de l'Aéronautique Civile (SYATAC)
Mali	Syndicat National des Cheminots du Mali (SNCM)
Mauritania	Syndicat de la Navigation Aérienne des Travailleurs de l'ASECNA en Mauritanie
Mauritius	Maritime Transport & Port Employees' Union
Mauritius	Airports of Mauritius Ltd Employees Union (AMLEU)
Mauritius	Government Services Employees Association
Mauritius	Professional Seafarers Union
Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro
Mozambique	Sindicato Nacional dos Trabalhadores da Marinha Mercante e Pescas
Mozambique	Sindicato Nacional do Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)
Mozambique	Sindicato Nacional dos Trabalhadores da Indústria Hoteleira, Turismo e Similares
Namibia	Namibian Transport and Allied Workers' Union (NATAU)
Niger	Syndicat National des Conducteurs Routiers du Niger (SNCRN)
Niger	Syndicat National des Conducteurs de Taxis et Transport Urbain
Niger	Syndicat Unique des Conducteurs de Taxis du Niger (SUCOTAN)
Niger	Syndicat National des Travailleurs Autonomes de l'économie Informelle du Niger
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)
Niger	Syndicat des Contrôleurs Aériens du Niger
Nigeria	National Union of Road Transport Workers
Nigeria	Maritime Workers' Union of Nigeria
Nigeria	Nigeria Union of Railway Workers
Nigeria	National Union of Air Transport Employees
Nigeria	Senior Staff Association of Communications, Transport and Corporations, Maritime Branch
Nigeria	Air Transport Services Senior Staff Association (ATSSSAN)

Nigeria	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association
Rwanda	Association des Chauffeurs des Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (ACPLRWA)
Senegal	Syndicat des Travailleurs des Transports Routiers du Senegal CNTS-FC
Senegal	Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal (SUTTAAAS)
Senegal	Syndicat Démocratique des Techniciens du Sénégal-Secteur d'Activité Professionnelle/Aviation Civile
Senegal	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)
Senegal	Syndicat National des Travailleurs du Petit Train de Banlieue. SA
Sierra Leone	Sierra Leone Seamen's Union
South Africa	South African Transport & Allied Workers' Union (SATAWU)
South Africa	UASA - The Union
Swaziland	Swaziland Transport & Allied Workers' Union
Tanzania	Communication & Transport Workers' Union of Tanzania - COTWU (T)
Tanzania	Dock Workers Union of Tanzania
Tanzania	Tanzania Railway Workers' Union
Tanzania	Zanzibar Seafarers Union
Tanzania	Communication and Transport Workers' Union of Zanzibar (COTWU ZNZ)
Togo	Syndicat National des Transitaires Mandataires du Togo (SYNATRAM)
Togo	Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)
Togo	Union des Routier du Togo
Togo	Syndicat des Professionnels Routiers du Togo (SYPROTO)
Togo	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)
Togo	Syndicat National des Dockers du Togo
Togo	Syndicat des Gens de Mer du Togo
Uganda	Amalgamated Transport and General Workers' Union
Uganda	Uganda Railway Workers' Union
Zambia	National Union of Transport and Allied Workers (NUTAW)
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union
Zimbabwe	National Airways Workers' Unions (NAWU)
Algeria	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens
Algeria	Federation Nationale Travailleurs Ports Algériens -UGTA
Algeria	Syndicat National d'Entreprise SNTF/UGTA
Bahrain	General Federation of Bahrain Trade Unions
Egypt	General Trade Union of Land Transport Workers
Egypt	General Trade Union of Railway Workers
Egypt	The Independent General Union of Road Transport Workers
Egypt	Egyptian Civil Aviation Trade Union Federation
Egypt	Dockers' Union of Egypt
Egypt	General Independent Trade Union of Public Transport Authority and Great Cairo Bus Network
Egypt	Egyptian General Seafarers Union
Egypt	General Egyptian Flight Attendant Union
Iraq	Kurdistan Transport Unions
Iraq	General Union of Transport & Telecommunication - FWUCI
Iraq	Workers Union & Affiliation of Iraqi Ports Company
Jordan	General Trade Union of Workers in Air Transport and Tourism
Jordan	General Union of Port Workers

Kuwait	Workers Union of Kuwait Airways & Subsidiaries
Kuwait	Workers Union in the Ministry of Transportation
Kuwait	Civil Aviation Labor Union
Kuwait	Kuwait Ports Foundation Workers Union
Lebanon	Syndicate of Middle East Airlines and Affiliate Companies
Lebanon	Union of Beirut Port Employees
Lebanon	Lebanese Cabin Crew Association
Libya	The General Union of Dockers & Seafarers
Libya	General Union of Air Transport Workers
Morocco	Union des Syndicats UMT des Transports
Palestine	General Union for Transport Workers
Tunisia	Fédération Nationale des Transports
Tunisia	Fédération Nationale des Chemins de Fer Tunisien
Tunisia	Federation Generale des Ports et Dockers
Yemen	General Union for Telecommunication and Transport Workers
Yemen	Employees and Workers Syndicate of Yemen Airways
Yemen	Yemeni Aviation Engineers Syndicate
Australia	Transport Workers' Union of Australia
Australia	Maritime Union of Australia
Australia	National Union of Workers
Australia	Australian Rail, Tram & Bus Industry Union
Australia	Australian Services Union
Australia	Flight Attendants' Association of Australia (International)
Australia	Australian Licensed Aircraft Engineers' Association
Australia	Flight Attendants' Association of Australia (National Division)
Australia	Australian & International Pilots' Association
Australia	Australian Institute of Marine & Power Engineers (A.I.M.P.E.)
Australia	Australian Maritime Officers Union
Australia	The Civil Air Operations Officers' Association of Australia
Australia	Australian Workers' Union
Bangladesh	Bangladesh Seamen's Association
Bangladesh	Bangladesh Biman Employees' Union
Bangladesh	Bangladesh Noujan Sramik Federation
Bangladesh	Bangladesh Railway Employees' League (BREL)
Bangladesh	Bangladesh Railway Sramik League
Bangladesh	Bangladesh Road Transport Workers' Federation
Bangladesh	Jatio Rickshaw Sramik League
Bangladesh	Bangladesh Inland Water Transport Corporation Workers' Union
Bangladesh	Biman Sramik League
Bangladesh	Bangladesh Biman Officers' Association
Bangladesh	Bangladesh Biman Flying Services Association of Cabin Crew
Bangladesh	Society of Aircraft Engineers of Biman (SAEB)
Cambodia	Trade Unions of Sihanouk Ville Port
Fiji	Fiji Maritime Workers' Association
Fiji	Transport Workers' Union
Fiji	Federated Airline Staff Association
Fiji	Fiji Public Service Association
Fiji	Fiji Longshoremen & Staff Association
Fiji	Fiji Sugar and General Workers' Union
Fiji	National Union of Hospitality, Catering & Tourism Industries Employees
Hong Kong	Merchant Navy Officers' Guild - Hong Kong
Hong Kong	Amalgamated Union of Seafarers, Hong Kong
Hong Kong	Hong Kong Seamen's Union
Hong Kong	Cathay Pacific Airways Flight Attendants' Union

Hong Kong	Federation of Hong Kong Transport Workers' Organizations
Hong Kong	Hong Kong Storehouses, Transportation & Logistic Staff Association
Hong Kong	Kowloon Canton Railway Workers' Union
Hong Kong	Union of Hong Kong Dockers
Hong Kong	B A Hong Kong International Cabin Crew Association
India	All India Railwaymen's Federation
India	National Federation of Indian Railwaymen
India	National Union of Seafarers of India
India	Indian National Port & Dock Workers' Federation
India	The Maritime Union of India
India	Transport and Dockworkers' Union, Mumbai
India	Calcutta Port Shramik Union
India	Forward Seamen's Union of India
India	Aviation Industry Employees' Guild
India	Mumbai Port Trust, Dock and General Employees' Union
India	Tamil Nadu Road Transport Workers' HMS Federation
India	Transport & Dockworkers' Union, Kandla
India	Cochin Port Staff Association
India	The Visakhapatnam Port Employees' Union
India	The Madras Port Trust Employees' Union
India	United Bargemen's Association
India	Mormugao Port & Railway Workers' Union
India	Tuticorin Port Mariners' and General Staff Union
India	Paradip Port Workers' Union
India	Air India Officers' Association
India	Truck, Bus, Jeep, Auto and Rickshaw Van Workers' Union
India	Adarsha Auto & Taxi Drivers' Union
India	Akhila Karnataka Goods Auto Driver's Union
India	Maharashtra State Transport Kamgar Sanghatana
India	National Union of Seamen of India
India	Private Motor Transport Workers' Union, U.P
India	The Visakhapatnam Dock Labour Board and Dock Workers' Union
India	Kerala Fishing Boat Workers' Congress
India	The Ernakulam District Waterways Employees' Association
India	New Mangalore Port Staff Association
India	Nhava Sheva International Container Terminal Ltd. Bunder Kamgar Union
India	UNITES Professionals India
India	Karnataka Dock and General Workers' Union
India	Indian National Transport Workers' Federation
India	DHL Employees Union
India	Tuticorin PSA SICAL Container Terminal Staff Union
India	Thai Airways Employees' Association
Indonesia	Kesatuan Pelaut Indonesia (KPI)
Indonesia	Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)
Indonesia	Sektor Transportasi Dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBSI)
Indonesia	Trade Union of Jakarta International Container Terminal
Indonesia	Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)
Indonesia	Serikat Pekerja Terminal Petikemas Koja
Japan	All-Japan Federation of Transport Workers' Unions UNYU-ROREN
Japan	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)
Japan	All-Japan Seamen's Union
Japan	Japan Railway Trade Unions' Confederation (JR-RENGO)
Japan	Japan Confederation of Railway Workers' Unions (JRU)
Japan	Japan Federation of Aviation Industry Unions (Koku-Rengo)

Japan	Japan Federation of Transport Workers' Unions (KOTSU ROREN)
Japan	All-Japan Prefectural and Municipal Workers Union
Japan	Tourism and Air Cargo Section of the Japan Federation of Service & Tourism Industries Workers' Unions
Japan	National Railway Workers' Union (KOKURO)
Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)
Japan	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)
Japan	Japan Airlines Cabin Crew Union
Japan	Medium and Small Union Group for Transport Workers
Kazakhstan	Trade Union of Motor Transport and Highway Workers of Kazakhstan
Kiribati	Kiribati Islands Overseas Seamen's Union (KIOSU)
Korea	Federation of Korean Seafarers' Unions (FKSU)
Korea	Korea Automobile and Transport Workers' Federation
Korea	Federation of Korean Taxi Transport Workers' Unions
Korea	Korean Federation of Port & Transport Workers' Unions
Korea	Korean Railway Workers' Union
Korea	Korean Air Labour Union
Korea	Korea Expressway Corp. Labour Union
Korea	Korean Postal Workers' Union
Korea	Korean Railway Industry Trade Union
Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers of Kirgizia
Malaysia	Transport Workers' Union
Malaysia	Malaysian Airline System Employees' Union (MASEU)
Malaysia	Northport Malaysia BHD Staff Union
Malaysia	The Railwaymen's Union of Malaya
Malaysia	National Union of Seafarers of Peninsular Malaysia
Malaysia	Malaysian Airlines System Executive Staff Association (MESA)
Malaysia	Airod Employees Union
Malaysia	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)
Malaysia	Penang Port Workers' Union
Maldives	Dhivehi Seafarers & Labour Union
Maldives	Maldives Ports Workers Union
Mongolia	Federation of Mongolian Railway Workers Trade Union
Mongolia	Mongolian Transport, Communication & Petroleum Workers' Union
Myanmar	Myanmar Maritime Trade Unions (MaPaTha)
Nepal	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)
Nepal	Independent Transport Workers' Association of Nepal
New Zealand	Rail and Maritime Transport Union Inc.
New Zealand	First Union (Inc)
New Zealand	The Flight Attendants & Related Services (NZ) Association
New Zealand	Maritime Union of New Zealand
New Zealand	Aviation & Marine Engineers Association Incorporated
New Zealand	New Zealand Engineering Printing & Manufacturing Union Inc.
New Zealand	New Zealand Merchant Service Guild Industrial Union of Workers Inc.
Pakistan	Pakistan Merchant Navy Officers' Association
Pakistan	People's Unity of PIA Employees
Pakistan	Pakistan Fishermen Union
Pakistan	Karachi Harbour and Dock Workers' Union
Pakistan	Pakistan Airlines Cabin Crew Association
Pakistan	Karachi International Container Terminal Ltd. Employees Union
Papua New Guinea	Papua New Guinea Maritime Workers Industrial Union

Papua New Guinea	National Airline Employees' Association
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines
Philippines	Associated Labor Union
Philippines	Philippine Seafarers' Union, PSU (ALU-TUCP)
Philippines	Pambansang Tinig at Lakas sa Pantalan (PANTALAN)
Philippines	Philippine Airline Employees' Association - PALEA - TUCP
Philippines	Port Workers' Union of the Philippines (PWUP)
Philippines	National Confederation of Transport Workers' Union (NCTU)
Philippines	Pinagkaisang Manggagawa sa Transportation (PMT) United Transport Workers' Unions
Singapore	National Transport Workers' Union
Singapore	Singapore Organisation of Seamen (SOS)
Singapore	Singapore Maritime Officers' Union (SMOU)
Singapore	Singapore Port Workers' Union
Singapore	Port Officers' Union
Solomon Islands	Solomon Islands National Union of Workers
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya
Sri Lanka	Jathika Sevaka Sangamaya
Sri Lanka	National Union of Seafarers Sri Lanka
Sri Lanka	Private Transport Workers Union
Sri Lanka	The Ceylon Mercantile, Industrial & General Workers' Union (CMU)
Sri Lanka	Flight Attendants Union
Taiwan	National Chinese Seamen's Union (NCSU)
Taiwan	Taipei Travel Labour Union
Taiwan	China Airlines Employees' Union
Taiwan	Chinese Federation of Railway Workers' Unions
Taiwan	Taiwan Dock Workers' Federation
Thailand	State Railway Workers' Union of Thailand (SRUT)
Thailand	Thai Airways International Union
Thailand	Bangkok Mass Transit Authority State Enterprise Workers' Union
Thailand	Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)
Thailand	State Enterprise Labour Union of Expressway and Rapid Transit Authority of Thailand (LU-ETA)
Thailand	Thai Seafarers' Association
Thailand	Transport Company Ltd State Enterprise Employees' Union (TRAN-U)
Thailand	Aerothai State Enterprise Union
Thailand	Tourism Authority of Thailand State Enterprise Employee Union
Thailand	Transportation and Export Service Trade Union
Timor-Leste	Sindikatu Maritima, Energia no Transporte Timor-Leste
Tonga	Friendly Island Seafarer's Union Incorporated
Tuvalu	Tuvalu Overseas Seamen's Union (TOSU)
Uzbekistan	Aviation Workers' Trade Union of Uzbekistan
Vanuatu	Vanuatu National Workers Union Syndicat National de Vanuatu
Austria	Gewerkschaft VIDA
Austria	Gewerkschaft der Gemeindebediensteten - Kunst, Medien, Sport, freie Berufe
Azerbaijan	Motor Transport and Road Construction Workers Union of Azerbaijan
Azerbaijan	Independent Trade Union of Marine Transport of Azerbaijan Republic
Belarus	Belarusian Independent Trade Union
Belgium	Belgische Transportarbeidersbond (BTB)

Belgium	ACV - Transcom
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics
Belgium	ACV - Openbare Diensten
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique
Belgium	Secteur Telecom Centrale Générale des Services Publics - CGSP
Bosnia	Samolstaini Sindikat Zeljeznickih Radnika u BiH (Trade Union of Railway Workers)
Bulgaria	Federation of Transport Trade Unions in Bulgaria
Bulgaria	Federation of Transport Workers - PODKREPA
Bulgaria	Seamen's Syndicate
Bulgaria	National Union of Railway Workers - PODKREPA
Bulgaria	Bulgarian Seafarers' Trade Union
Croatia	Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)
Croatia	Railway Workers' Trade Union of Croatia
Croatia	Sindikat Strognog Osoblja Hrvatske - Railroad Engineer Trade Union of Croatia
Croatia	Sindikat Prometnika Vlakova Hrvatske (Union of Croatian Train Dispatchers)
Croatia	Sindikat Luckih Radnika Hrvatske (Dockers' Union of Croatia)
Croatia	Sindikat Kabinskog Osoblja Zrakoplova
Croatia	Trade Union of Air Traffic Control Croatia
Cyprus	Federation of Transport, Petroleum and Agricultural Workers
Czech Republic	Odborové Sdruzeni Zeleznicáru (Railway Workers' Union)
Czech Republic	Odborovy Svaz Dopravy (Transport Workers' Union)
Czech Republic	Czech Trade Union of Seafarers
Denmark	Fagligt Fælles Forbund (3F)
Denmark	HK/Privat
Denmark	Dansk Jernbaneforbund
Denmark	Dansk Metal
Denmark	Centralorganisationen Søfart
Denmark	HK Trafik & Jernbane
Denmark	Søfartens Ledere - Dansk Navigatørforening
Denmark	Cabin Union Denmark
Denmark	Serviceforbundet
Denmark	Maskinmestrenes Forening
Estonia	Eesti Transpordi- ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)
Estonia	Estonian Seamen's Independent Union
Estonia	Estonian Seafarers' Union
Faroe Islands	Foroya Fiskimannafelag
Faroe Islands	Føroya Skipara- og Navigatørfelag
Faroe Islands	Maskinmeistarafelagid
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union
Finland	Trade Union for the Public and Welfare Sectors Finland (JHL)
Finland	Suomen Merimies-Unioni r.y.(Finlands Sjömannsunion)
Finland	Ilmailualan Unioni IAU r.y.
Finland	ERTO
Finland	Ammattiliitto PRO
Finland	Finnish Cabin Crew Union
Finland	Suomen Veturimiesten Liitto, r.y.(Finska Lokmannaförbundet) (The Finnish Locomotive Drivers Union)

Finland	Suomen Laivanpäällystöliitto r.y. (Finlands Skeppsbefälsförbund)
Finland	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)
Finland	Suomen Konepäällystöliitto (Finlands Maskinbefälsförbund)
France	Fédération Générale des Transports et de l'Équipement - CFDT
France	Fédération Nationale des Syndicats de Transports CGT
France	Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FETS-FO)
France	Fédération CGT des Cheminots
France	Fédération Nationale des Transports et de la Logistique Force Ouvrière
France	Fédération Syndicaliste FO des Cheminots
France	Union Nationale des Syndicats Autonomes (UNSA Transports)
France	Fédération Nationale des Syndicats Maritimes CGT
France	Fédération des Officiers de la Marine Marchande CGT
Georgia	Republican Committee of Trade Unions of Georgian Automobile Transport and Highways' Workers
Georgia	The Independent Professional Union of Georgian Railways
Georgia	Tbilisi Metro Workers' Trade Union
Georgia	Georgian Seafarers' Union
Germany	Vereinte Dienstleistungsgewerkschaft (ver.di)
Germany	Eisenbahn- und Verkehrsgewerkschaft (EVG)
Great Britain	Unite The Union
Great Britain	National Union of Rail, Maritime and Transport Workers (RMT)
Great Britain	Transport Salaried Staffs' Association (TSSA)
Great Britain	Union of Shop, Distributive & Allied Workers
Great Britain	Associated Society of Locomotive Engineers & Firemen (ASLEF)
Great Britain	Nautilus International (UK)
Great Britain	British Airlines Pilots' Association, BALPA
Great Britain	Prospect
Great Britain	Communication Workers' Union
Great Britain	Public and Commercial Services Union
Great Britain	GMB
Greece	Pan-Hellenic Seamen's Federation (PNO)
Greece	Greek Federation of Loaders & Unloaders
Hungary	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)
Hungary	Transport Workers Councils
Hungary	Repulogep-Muszakiak Független Szakszervezete - Aircraft Technicians' Independent Trade Union MALEV
Iceland	Sjómannafélag Ísland (Iceland Seaman's Union)
Iceland	Farmanna- og Fiskimannasamband Íslands
Iceland	VM - Félag vélstóra og málmþæknimanna (Icelandic Union of Marine Engineers and Metal Technicians)
Iceland	Icelandic Airline Pilots Association
Iran	Syndicate of Workers of Tehran and Suburbs Bus Company (Sandikaye Kargarane Sherkate Vahed)
Iran	Iranian Merchant Mariners Syndicate
Ireland	Services, Industrial, Professional and Technical Union (SIPTU)
Ireland	Irish Municipal, Public and Civil Trade Union (IMPACT)
Israel	Transport Workers' Division of Histadrut
Israel	Israeli Sea Officers' Union
Italy	Federazione Italiana Trasporti - CISL

Italy	Federazione Italiana Lavoratori Trasporti FILT-CGIL
Italy	UILTRASPORTI
Italy	Federazione Italiana Addette Servizi Commerciali Affini e Turismo
Kosovo	Independent Trade Union of Traffic and Communication in Kosova
Latvia	Latvian Seafarers' Union of Merchant Fleet
Latvia	Udens Transporta Arodbiedribu Federacija (Water Transport Unions' Federation of Latvia)
Latvia	Latvian Railway and Transport Industry Trade Union
Latvia	Latvian Trade Union of Public Services and Transport Workers LAKRS
Lithuania	Lithuanian Seamen's Union
Lithuania	Lithuanian Transport Workers' Federation
Lithuania	Lithuania Transport Federation (LTF)
Lithuania	Independent Dockers' Union
Luxembourg	OGB-L (Onafhängege Gewerkschaftsbond Lëtzebuerg)
Luxembourg	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)
Luxembourg	Fédération Chrétienne du Personnel des Transports
Macedonia (FYR)	Trade Union of Transport and Communications
Macedonia (FYR)	Trade Union of the Workers of Traffic and Communications of the Republic of Macedonia
Malta	General Workers' Union (GWU)
Montenegro	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro
Netherlands	FNV Bondgenoten
Netherlands	CNV Vakmensen
Netherlands	Vakbond Van Nederlands Cabinpersoneel (VNC)
Netherlands	Nautilus International (NL)
Norway	Norsk Transportarbeiderforbund
Norway	Norsk Sjømannsforbund (Norwegian Seafarers Union)
Norway	Yrkestrafikkforbundet
Norway	Norsk Jernbaneforbund
Norway	Norsk Sjøofisersforbund
Norway	Det Norske Maskinistforbund
Norway	Parat - A Norwegian Trade Union
Norway	Fagforbundet
Norway	Industri Energi
Norway	Fellesforbundet
Norway	Norsk Lokomotivmannsforbund
Norway	Handel og Kontor i Norge
Norway	Norsk Kabinforening (Cabin Crew Union Norway)
Poland	Trade Union Federation of Polish State Railways' Employees
Poland	National Maritime Section NSZZ 'Solidarnosc'
Poland	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów I Marynarzy)
Poland	Seamen's & Fishermen's Trade Unions Federation
Poland	National Section of Port Workers - Nszz Solidarnosc
Poland	National Road Transport Section "NSZZ Solidarnosc"
Poland	Federation of Aviation Transport Workers
Poland	Związek Zawodowy Personelu Pokładowego (Polish Cabin Crew Union)
Portugal	Sindicato Nacional do Pessoal de Vôo da Aviação Civil - SNPVAC

Portugal	Sindicato de Capitães e Oficiais da Marinha Mercante - SINCOMAR
Portugal	Sindicato dos Técnicos de Handling de Aeroportos
Portugal	Sindicato dos Técnicos de Manutencao de Aeronaves (SITEMA)
Portugal	Sindicato da Mestrança e Marinhagem de Camaras da Marinha Mercante
Portugal	Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)
Portugal	Sindicato dos Engenheiros da Marinha Mercante (SEMM)
Portugal	Sindicato dos Capitães, Oficiais Pilotos, Comissários e Engenheiros da Marinha Mercante (OFICIAISMAR)
Romania	Romanian Seafarers' Free Union
Romania	Federatia Nationala Feroviara Miscare Comercial (National Railway Federation)
Romania	Uniunea Sindicatelor Libere Metrou si Aviatie Civila (Free Trade Union of Metro and Aviation Workers)
Romania	Federatia Nationala a Sindicatelor Portuare (FNSP)
Romania	Federatia Sindicala Transloc
Romania	Federatia Sindicatelor Transportatorilor Feroviari din Romania (Romanian Railway Transporters Trade Union Federation)
Romania	Federatia Sindicala Nationala " NAVIGATORUL" (National Union Federation "The Navigator")
Romania	STAR Federation
Romania	Tarom National Technical Trade Union
Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia
Russia	Seafarers' Union of Russia
Russia	Dockers' Union of Russia
Russia	Communication Workers' Union of Russia
Russia	Seafarers & Maritime Workers' Union of Western Russia
Russia	Aviation Radar, Radionavigation and Communication Workers' Union of Russia
Russia	Aviation Workers Union of Russia
Russia	Federal Union of Air Traffic Controllers of Russia
Russia	Motor Transport & Road Workers' Union of Russia
Serbia	Trade Union of Railwaymen of Serbia
Serbia	Rail Trade Union
Serbia	Serbian Cabin Crew Union
Slovenia	Sindikar Strojvodij Slovenije (SSSLO)
Slovenia	Sindikar Zelezniskega Transporta Slovenije (Railway Transport Workers' of Slovenia)
Slovenia	Sindikar Zeleznicarjev Slovenije
Slovenia	Seamen's Union of Slovenia
Slovenia	Sindikar Zerjavistov Pomorskih Dejavnosti Luka Koper (Union of Crane Operators of Port of Koper)
Spain	Federacion Estatal de Transportes Comunicaciones y Mar - UGT
Spain	Federación de Servicios a la Ciudadanía de CCOO
Spain	ELA-Zerbitzuak
Spain	FGAMT (Federacion Galega de Alimentación, Mar, Têxtil, Transporte e Comunicaci3ns)
Spain	Unión Sindical Obrera Sector Transporte Aereo (USO-STA)
Spain	Spanish Cabin Crew Union SITCPLA
Sweden	Svenska Transportarbetareförbundet
Sweden	SEKO Facket för Service Och Kommunikation
Sweden	Unionen
Sweden	Svenska Kommunalarbetareförbundet
Sweden	Fackförbundet ST

Sweden	Sjöbefälsföreningen
Sweden	LEDARNA
Switzerland	SEV - Gewerkschaft des Verkehrspersonal
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste
Switzerland	KAPERS Cabin Crew Union
Switzerland	UNIA
Switzerland	Nautilus International (Switzerland)
Turkey	Turkish Civil Aviation Union Hava-Is
Turkey	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)
Turkey	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)
Turkey	Deniz Çalışanları Dayanışma Derneği (DAD-DER) Marine Employees' Solidarity Association (MESA)
Turkey	Tüm Taşıma İşçileri Sendikası
Turkey	Birlesik Tasimacilik Çalışanları Sendikası (BTS) (United Transport Workers' Union)
Turkey	National Port and Land Stevedores Union of Turkey (LIMAN-IS)
Ukraine	Marine Transport Workers' Trade Union of Ukraine
Ukraine	Fishery Workers Trade Union of Ukraine
Ukraine	Trade Union of Railway Workers and Transport Constructors of Ukraine
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)
Antigua & Barbuda	Antigua & Barbuda Workers' Union
Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios
Argentina	Unión Tranviarios Automotor
Argentina	Sindicato de Obreros Marítimos Unidos
Argentina	Sindicato de Peones de Taxis de la Capital Federal
Argentina	Unión Ferroviaria
Argentina	Asociación de Personal Aeronáutico
Argentina	Sindicato La Fraternidad
Argentina	Asociación Argentina de Aeronavegantes
Argentina	Unión del Personal Superior y Profesional de Empresas Aerocomerciales
Argentina	Asociación de Señaleros Ferroviarios Argentinos
Argentina	Sindicato de Conductores Navales de la Republica Argentina
Argentina	Unión Personal Aeronavegación de Entes Privados
Argentina	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante
Argentina	Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)
Argentina	Asociación Argentina de Empleados de la Marina Mercante
Argentina	Sindicato de Capataces de Estibadores Portuarios y Serenos de Buques
Argentina	Sindicato de Guincheros y Maquinistas de Grúas Móviles
Argentina	Sindicato del Personal de Dragado y Balizamento
Argentina	Sindicato Único de los Trabajadores de los Peajes y Afines
Argentina	Centro de Patronos y Oficiales Fluviales, de Pesca y Cabotaje Marítimo
Argentina	Sindicato Encargados Apuntadores Marítimos y Afines de la Republica Argentina
Argentina	Centro de Jefes y Oficiales Maquinistas Navales
Argentina	Asociación de Tecnicos y Empleados de Protección y Seguridad e Aeronavegación
Argentina	Centro de Jefes y Oficiales Navales de Radiocomunicaciones
Argentina	Sindicato Electricistas Electronicistas Navales
Barbados	The Barbados Workers' Union
Barbados	National Union of Public Workers

Bermuda	Bermuda Industrial Union
Bolivia	Confederación Sindical de Trabajadores Ferroviarios, LAB, AASANA y Jubilados Ferroviarios de Bolivia
Brazil	Confederação Nacional dos Trabalhadores em Transportes Terrestres
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins
Brazil	Federação Nacional de Trabalhadores da Aviação Civil
Brazil	Federação Nacional dos Trabalhadores Ferroviários
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante
Brazil	Sindicato Nacional dos Aeroviários
Brazil	Fetropassageiros - FEDERACIÓN
Brazil	Federação Sindical dos Servidores dos Departamentos de Estradas de Rodagem do Brasil
Brazil	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro
Chile	Federación Holding LAN
Chile	Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile
Chile	Sindicato de Tripulantes de Cabina Lan Chile S.A.
Chile	Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Lineas Aereas de Chile
Chile	Federación de Tripulantes de la Marina Mercante de Chile
Chile	Sindicato Interempresas de Oficiales Motoristas de la Marina Mercante Nacional
Chile	Sindicato de Tripulantes de Cabina Lan Express
Chile	Sindicato de Trabajadores Interempresas de Compañías Navieras
Chile	Sindicato Interempresas Profesional de Oficiales de la Marina Mercante
Chile	Sindicato de Tripulantes de Cabina American Airlines
Chile	Sindicato de Oficiales de Marina Mercante Southship
Chile	Sindicato Nacional de Rama y Servicios del Transporte de Colombia
Colombia	Asociación Colombiana de Auxiliares de Vuelo
Colombia	Asociación Colombiana de Aviadores Civiles
Colombia	Unión de Marineros Mercantes y de Pesca Colombianos
Costa Rica	Sindicato de Trabajadores de JAPDEVA
Costa Rica	Unión Nacional de Trabajadores de Obras Públicas y Transportes
Dominica	Dominica Public Service Union
Dominica	Waterfront & Allied Workers' Union
Dominican Republic	Confederación Nacional de Organizaciones del Transporte
Dominican Republic	Federación Nacional de Organizaciones de Trabajadores del Transporte
Ecuador	Federación Nacional de Cooperativas de Transporte Liviano
Ecuador	Sindicato y Comité de Empresa de los Trabajadores de Corpaq
Ecuador	Sindicato de Tripulantes de Cabina Aerolane
Ecuador	Sindicato de Trabajadores por Establecimiento del Aeropuerto
El Salvador	Internacional El Salvador de la Comisión Ejecutiva Portuaria Autónoma
El Salvador	Sindicato de Trabajadores & Trabajadores de la Industria Aeroportuaria de El Salvador Similares y Conexas

El Salvador	Sindicato de Trabajadores de la Industria Portuaria de El Salvador
Guatemala	Unión Sindical de Trabajadores de Aeronáutica Civil
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal
Guatemala	Sindicato de Trabajadores Unidos de Empornac
Guatemala	Sindicato de Trabajadores Portuarios
Guatemala	Sindicato de Trabajadores de la Dirección General de Transportes del Ministerio de Comunicaciones Infraestructura y Vivienda
Guyana	Guyana Labour Union
Guyana	Amalgamated Transport and General Workers' Union
Guyana	Clerical and Commercial Workers' Union
Guyana	United Minibus Union
Honduras	Sindicato Gremial de Trabajadores del Muelle
Honduras	Sindicato de Trabajadores de la Empresa Nacional Portuaria
Jamaica	Bustamante Industrial Trade Union
Mexico	Alianza de Tranviarios de México
Mexico	Asociación Sindical de Sobrecargos de Aviación de México
Mexico	Asociación Sindical de Pilotos Aviadores
Mexico	Union Nacional De Marineros, Fogoneros, Mayordomos, Cocineros, Camareros Y Similares De La República Mexicana.
Mexico	Sindicato Único de Trabajadores Democráticos del Sistema de Transporte Colectivo Metro
Mexico	Orden de Capitanes y Pilotos Navales de la República Mexicana
Mexico	Sindicato Nacional de Controladores de Tránsito Aéreo
Mexico	Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional
Mexico	Sindicato de Maniobristas, Carretilleros Cargadores Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz
Mexico	Unión de Estibadores y Jornaleros del Puerto de Veracruz
Mexico	Sindicato Nacional de Pilotos de Puerto
Mexico	Unión de Marineros, Fogoneros, Motoristas Mayordomos, Cocineros, Similares y Conexos del Ramo Marítimo
Nicaragua	Sindicato Nacional Héroes y Mártires del Ministerio de Transporte e Infraestructura
Nicaragua	Federación de Sindicatos de Trabajadores de los Puertos y Similares
Nicaragua	Sindicato de Trabajadores Independientes de Empresas Administradoras de Aeropuertos Internacionales
Nicaragua	Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto
Nicaragua	Sindicato de Trabajadores 'Pablo Guillermo Rosales Filipini' de la Empresa de Transporte TransAmerica S.A.
Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviación Civil y Similares de la República de Panama
Panama	Sindicato del Canal de Panamá y del Caribe
Panama	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos Portuarios y Similares
Panama	Sindicato de Trabajadores de Manzanillo International Terminal Panama, S.A.
Panama	Unión Panameña de Aviadores Comerciales
Panama	Unión de Prácticos del Canal de Panamá (Panama Canal Pilots Union)
Panama	Unión de Capitanes y Oficiales de Cubierta
Panama	Unión de Ingenieros Marinos
Panama	Sindicato de Trabajadores de Servicios Marítimos, Remolcadores, Barcazas y Afines de Panamá
Paraguay	Unión de Sindicatos de Trabajadores del Transporte
Paraguay	Sindicato de Tripulantes de Tam

Paraguay	Sindicato Obreros Maritimos Unidos del Paraguay
Peru	Federación Nacional de Trabajadores de la Empresa Nacional de Puertos
Peru	Sindicato Unico de Trabajadores Maritimos y Portuarios del Puerto del Callão
Peru	Sindicato Unico de Motoristas y Oficiales de Maquina de Pesca del Perú
Peru	Sindicato de Pilotos Lan Peru S.A.
Peru	Federación de Conductores Interprovinciales y Afines del Perú
Peru	Sindicato de Tripulantes de Cabina de Lan Perú S.A
Peru	Sindicato Nacional de Marineros Mercantes del Perú
St. Lucia	St Lucia Seamen, Waterfront and General Workers' Trade Union
St. Lucia	National Workers' Union
Trinidad	Seamen & Waterfront Workers' Trade Union
Uruguay	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines
Uruguay	Unión de Capitanes y Oficiales de la Marina Mercante
Venezuela	Federacion de Trabajadores Ferroviarios de Venezuela
Canada	Unifor
Canada	Teamsters Canada
Canada	Canadian Union of Postal Workers
Canada	Airline Division of CUPE
Canada	Canadian Merchant Service Guild
Canada	B C Ferry & Marine Workers Union
Canada	International Longshore and Warehouse Union (ILWU)
Canada	Seafarers' International Union of Canada (SIU)
Canada	Syndicat des Debardeurs de Montreal
Canada	International Brotherhood of Electrical Workers - Local 2228
USA	International Association of Machinists & Aerospace Workers (IAM)
USA	Seafarers' International Union of North America (SIU)
USA	International Brotherhood of Teamsters (IBT)
USA	International Longshoremen's Association (ILA) AFL-CIO
USA	Transport Workers' Union of America
USA	Transportation Communications International Union (TCU)
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)
USA	National Air Traffic Controllers' Association
USA	International Longshore and Warehouse Union (ILWU)
USA	American Federation of State, County and Municipal Employees
USA	Amaalgamated Transit Union
USA	National Marine Engineers' Beneficial Association
USA	Service Employees' International Union
USA	UNITE HERE
USA	International Organisation of Masters, Mates & Pilots
USA	Professional Aviation Safety Specialists, ALF-CIO (PASS)
USA	American Maritime Officers (AMO)
USA	Communications Workers of America
USA	National Taxi Workers Alliance
USA	Independent Pilots' Association
USA	Association of Professional Flight Attendants
USA	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)

683 Affiliates in 150 countries

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		4,873,141
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		4,873,141
Investment income (as at page 12)		1,492
Other Income		
Income from Federations and other bodies (as at page 4)	445,757	
Income from any other sources (as at page 4)	(155,147)	
Total of other income (as at page 4)		290,610
		TOTAL INCOME
		5,165,244
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		4,478,970
Federation and other bodies (specify)		
Education Projects	445,757	
Grants to : - Council of global unions/Unite/ Labour Start/others	15,715	
Affiliation fees written off	144,014	
Transfer to Congress	250,000	
Project advances written (back)/off	11,389	
Total expenditure Federation and other bodies		866,875
Taxation		
		TOTAL EXPENDITURE
		5,345,844
		Surplus (deficit) for year
		(180,601)
		Amount of general fund at beginning of year
		(2,253,419)
		Amount of general fund at end of year
		(2,434,020)

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
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' International Assistance, Welfare	£	£
Income			
	From members		
	Investment income (as at page 12)		1,111,705
	Other income (specify) – Inter fund rent receivable	140,000	
	Fisheries	95,697	
	Misc.	23,879	
	Welfare contributions	35,759,941	
	Foreign exchange loss	(1,121,596)	
	Unrealised gain on investments	4,945,445	
	Total other income as specified		39,843,366
	Total Income		40,955,071
Expenditure			
	Benefits to members	869,430	
	Administrative expenses and other expenditure (as at page 10)	30,809,432	
	Fees, advances & union balances written off / prov	(58,857)	
	Total Expenditure		31,620,005
	Surplus (Deficit) for the year		9,335,066
	Amount of fund at beginning of year		80,421,480
	Amount of fund at the end of year (as Balance Sheet)		89,756,546
	Number of members contributing at end of year		

FUND 3		Fund Account	
Name:	International Solidarity	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		30,000
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		30,000
	Surplus (Deficit) for the year		(30,000)
	Amount of fund at beginning of year		39,481
	Amount of fund at the end of year (as Balance Sheet)		9,481
	Number of members contributing at end of year		

(See notes 24 and 25)

FUND 4		Fund Account	
Name:	Congress	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Transfer from General Fund	250,000	250,000
		Total other income as specified	250,000
		Total Income	250,000
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	500,000
		Amount of fund at the end of year (as Balance Sheet)	750,000
		Number of members contributing at end of year	

FUND 5		Fund Account	
Name:		£	£
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	
		£	£
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	
		£	£
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)

	£
Administrative Expenses	
Remuneration and expenses of staff	8,339,185
Salaries and Wages included in above	£ 5,215,148
Auditors' fees	67,867
Legal and Professional fees	868,583
Occupancy costs	649,228
Computer Systems Maintenance	392,735
Stationery, printing, postage, telephone, etc.	281,387
Expenses of Executive Committee (Head Office)	260,828
Expenses of conferences	3,416,247
Other administrative expenses (specify) – General Expenses	116,608
Publications and public relations	1,305,503
Regional offices	3,752,446
Inspectorate representation	12,001,786
Other Outgoings	
Interest payable:	
Bank loans (including overdrafts)	
Mortgages	
Other loans	
Depreciation	1,025,368
Taxation	
Outgoings on land and buildings (specify)	
Pension Scheme Adjustments	34,000
Other outgoings (specify)	
Gift aid to ITF Seafarers' Trust	1,000,000
Contributions to the IBF	1,776,631
Total	35,288,402
Charged to:	
General Fund (Page 3)	4,478,970
Welfare Fund (Account 2)	30,809,432
Fund (Account)	
Fund (Account)	
Total	35,288,402

BALANCE SHEET as at 31 December 2013

(see notes 47 to 50)

Previous Year		£	£
	Fixed Assets (at page 14)		9,199,232
	Investments (as per analysis on page 15)		
	Quoted (Market value £ 54,934,746)		54,934,746
	Unquoted		
	Total Investments		64,133,978
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		5,348,212
	Cash at bank and in hand		34,466,063
	Income tax to be recovered		53,996
	Stocks of goods		
	Total of other assets		39,868,272
	TOTAL ASSETS		104,002,250
	General Fund (Account 1)		(2,434,021)
	Welfare Fund (Account 2)		89,756,546
	Solidarity Fund (Account 3)		9,481
	Congress Fund (Account 4)		750,000
	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		
	Sundry creditors		8,024,881
	Accrued expenses		
	Provisions		
	Other liabilities – Pension Scheme		7,815,626
	Long term Liabilities - End of Service Indemnity		79,738
	TOTAL LIABILITIES		15,920,244
	TOTAL ASSETS		104,002,250

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
Cost or Valuation						
At start of year	7,708,786		1,964,598	18,143		9,691,527
Additions	2,192,004		1,719,911	16,881		3,928,796
Disposals						
Revaluation/Transfer s						
At end of year	9,900,790		3,684,509	35,024		13,620,323
Accumulated Depreciation						
At start of year	1,926,787		1,462,888	6,048		3,395,723
Charges for year	198,016		815,677	11,675		1,025,368
Disposals						
Revaluation/Transfer s						
At end of year	2,124,803		2,278,566	17,723		4,421,091
Net book value at end of year						
Net book value at end of year	7,775,988		1,405,943	17,301		9,199,232
Net book value at end of previous year						
Net book value at end of previous year	5,781,999		501,709	12,095		6,295,804

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	36,436,145	
Government Securities (Gilts)	18,498,601	
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	54,934,746	
Market Value of Quoted Investment	54,934,746	
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		

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 type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
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	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	4,873,141		4,873,141
From Investments	1,113,197		1,113,197
Other Income (including increases by revaluation of assets)	40,133,976		40,133,976
Total Income	46,120,314		46,120,314
EXPENDITURE (including decreases by revaluation of	36,745,849		36,745,849
Total Expenditure	36,745,849		36,745,849
Funds at beginning of year (including reserves)	78,707,542		78,707,542
Funds at end of year (including reserves)	88,082,007		88,082,007
ASSETS			
Fixed Assets			9,199,232
Investment Assets			54,934,746
Other Assets			39,868,272
		Total Assets	104,002,250
LIABILITIES		Total Liabilities	15,920,243
NET ASSETS (Total Assets less Total Liabilities)			88,082,007

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.

Attached

ACCOUNTING POLICIES

(see notes 74 and 75)

Attached

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: 	Chairman's Signature:  (or other official whose position should be stated)
Name: <u>STEPHEN COTTON</u>	Name: <u>THERESA BROOME</u>
Date: <u>29 MAY 2014</u>	Date: <u>29 MAY 2014</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	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	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 (continued)

nil

Signature(s) of auditor or auditors:	Grant Thornton UKLP	
Name(s):	GRANT THORNTON UKLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS + STATUTORY AUDITORS	
Address(es):	GRANT THORNTON HOUSE MELTON STREET LONDON NW1 2EP	
Date:	30 May 2014	
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.

Independent Auditor's Report to the Executive Board of the International Transport Workers' Federation

We have audited the financial statements of the International Transport Workers' Federation for the year ended 31 December 2013 which comprise the income and expenditure account, the balance sheet, 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 Practice).

This report is made solely to the International Transport Workers' Federation Executive Board, 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 Executive Board 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 and the International Transport Workers' Federation Executive Board 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 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 APB's website at www.frc.org.uk/apb/scope/private.cfm.

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 affairs as at 31 December 2013 and of its surplus 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 required 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 that section; or
- the financial statements do not agree with the accounting records.

Grant Thornton UK LLP

Grant Thornton UK LLP

Statutory Auditor

Grant Thornton House

Melton Street, Euston Square

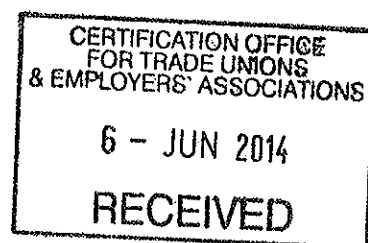
London, NW1 2EP

DATE 29 May 2014

International Transport Workers' Federation

Annual Report and Financial Statements

For the year ended 31 December 2013



The International Transport Workers' Federation

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3. General Information
4. Executive Board Report
8. Independent Auditor's Report
9. Income and Expenditure Account
10. Balance Sheet
11. Cash Flow Statement
12. Notes to the Financial Statements

**The International Transport Workers' Federation
General Information**

General Secretary and Headquarters

S Cotton
Acting General Secretary
49-60 Borough Road
London
SE1 1DR

Auditors

Grant Thornton UK LLP
Grant Thornton House
Melton Street
Euston Square
London NW1 2EP

Bankers

HSBC Plc
28 Borough High Street
London
SE1 1YB

Standard Chartered
PO Box 33244
54 Jermyn Street
London
SW1Y 6WL

Investment Managers

BlackRock Investment Managers
33 King William Street
London
EC4R 9AS

Integrated Financial Arrangements plc (Transact)
29 Clements Lane
London
EC4N 7AE

Investment Advisors

Evolve Financial Planning Ltd
No. 1 Ropemaker Street
London
EC2Y 9HT

Executive Board Report

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

P Crumlin (President), S Almeida Filho, J Baker, Z Mahlangu, L Lindgren, B Paas (Vice Presidents), N Alhaji, S Ayoyi, B Bahena, C Behle, A Castro, R Crow, L Devendra, R di Fiore, K Fujii, R Hebenstreit, M Hili, P Hurel, P Kennedy, A Kirchner, J Lee, M Liew, T Mast, L McCluskey, Y Morita, N Nikiforov, C Oca, S Pantoja, P Peterson, C A Rajasridhar, H Rustandi, A Sanchez, R Scardelletti, J Sosa, A Sorvali, V Svalina, K Vask, I Victor, J Villadsen, E Yordanova, M Zante and Stephen Cotton (Acting General Secretary)

Members who ceased to hold office during the year were as follows:
Y Fujisawa, N Leclerc Olivier, E Mensah, and D Cockroft (General Secretary)

David Cockroft resigned as General Secretary on 31 May 2013 and Stephen Cotton was appointed as Acting General Secretary in his place until the expiration of the 4 year term in August 2014 at the 43rd Congress.

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 2013 there were 683 affiliates in 150 countries representing over 4.3 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 five 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

In addition to the ITF income and expenditure account, balance sheet 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 behalf of seafarers with ship owners. There is also some investment income arising from investments

managed on behalf of the Fund by BlackRock Investment Managers and Integrated Financial Arrangements plc (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 2013.

General Fund

Income from Affiliation fees for the year end 31 December 2013 amounted to £4,873,141 (2012 £4,724,977). Total income for the year amounted to £5,320,580 (2012 £5,240,008) including £445,757 of donor funding for Education Projects received from external solidarity organisations and affiliates. Total expenditure for the year amounted to £5,244,902 (2012 £6,306,305). The General Fund net deficit, after the transfer to the Congress Fund but before allowing for pension scheme adjustments was £174,322 (2012 £1,316,297). The General Fund share of the pension scheme deficit, calculated according to UK legislation, increased during 2013 from £1,604,555 to £1,661,662 and pension scheme adjustments of £6,279 including actuarial losses have been reflected in the Income & Expenditure account for the year. The net movement in funds was a reduction of £180,601 (2012 £1,662,106) increasing the deficit on General Fund unallocated funds at 31 December 2013 to £2,434,020 (31 December 2012 deficit £2,253,419).

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. The balance on this fund at the end of the year was £9,481 (31 December 2012 £39,481).

Seafarer's 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 is therefore 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 £34,115,425 in 2012 to £35,759,941 in sterling terms. In 2013, £1,776,631 (2012 £1,727,410) of welfare contributions from International Bargaining Forum collective agreements has been contributed to the IBF Welfare 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 Welfare Fund together with representatives of maritime employers' organisations.

Investment income, including realised capital gains/losses amounted to £1,107,939 (2012 £988,930). An amount of £1 million (2012 £1 million) was paid by way of gift aid to the ITF Seafarers' Trust.

Total Welfare Fund income for the year from all these sources amounted to £37,131,222 (2012 £35,341,782).

Total expenses were £32,713,881 (2012 £29,775,021). The largest single item of operational expenditure involves the cost of the ITF inspectorate, amounting to £12,001,786 (2012 £10,954,239). The ITF review of

the operations of the Inspectorate continues into 2014. Foreign exchange losses amounting to £1,121,596 (2012 £1,357,526) arose largely from the year end revaluation of the Fund's Dollar and Euro cash balances and reflected the relative strength of sterling against these currencies at the balance sheet date. The operating net surplus on the Welfare Fund for the year was £4,417,341 (2012 £5,566,761).

The investment portfolio increased in value during the year from £36,396,356 to £54,934,746 at 31 December 2013. £15 million was transferred from cash balances to the investment portfolio during the year and the process of rebalancing the core investment portfolio following the adoption of a revised investment strategy by the May 2013 Executive Board was completed with the exception of the phased disposal and reinvestment of some property funds. Disposals were made during the year as part of this rebalancing process resulting in realised gains on disposal of investments of £1,705,966. The unrealised gain on investments resulting from the revaluation of the portfolio at year end market rates was £3,239,478.

The portion of the deficit on the ITF Retirement Benefits Scheme attributable to the Welfare Fund increased from £5,901,835 at 31 December 2012 to £6,153,964 at 31 December 2013. Pension adjustments including actuarial losses reflected in the Income & Expenditure account totalled £27,721 (2012 £1,249,190). After allowing for the increase in the market value of the investments and the FRS 17 pension adjustments, the net movement in funds was £9,335,064 (2012 £6,753,329). The net assets of the Welfare Fund at 31 December 2013 were £89,756,544 (2012 £80,421,480).

Congress Fund

The sum of £250,000 has been transferred from the General Fund to the Congress Fund. Further allocations will be made in 2014 towards the cost of the 43rd ITF Congress to be held in August 2014 in Sofia, Bulgaria.

Tangible fixed assets

Following a competitive tender process, the conference and meeting facilities located on the 4th Floor of the ITF's international headquarters in London were completely refurbished during 2013. This resulted in a 10% increase in total floor area following the addition of 2 mezzanine floors and greater flexibility in the use of previously underutilised space. A wireless interpretation system together with modern audio visual equipment was installed to ensure maximum flexibility in the use of the three meeting rooms and breakout areas. ITF House has the facilities to support the international work of the ITF and the facilities have been well utilised by affiliated unions. The costs of the improvements are reflected in 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 2011 revealed a deficit in the scheme of £600,000.

Employer's contributions receivable from the ITF are paid at the rate of 22.4% of pensionable salaries with a corresponding contribution rate of 8% for employees. In addition, the ITF has agreed to pay

contributions of £84,000 per annum to the Scheme over a 10 year period from 2012 to eliminate the funding shortfall in the Scheme's assets. The next triennial actuarial valuation will be based on the assets and liabilities of the Scheme as at 1 January 2014.

The FRS 17 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 of the estimated proportion of pension costs applicable to each fund and are disclosed in full in note 27 on page 22 to the accounts.

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 explains its transactions;
- Establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances;
- Prepare an annual return for the Certification Officer giving a true and fair view of the Income and Expenditure account and Balance Sheet; and
- Provide members of the Federation with a statement of income and expenditure 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 – Acting General Secretary

29 May 2014

Independent Auditor's Report to the Executive Board of the International Transport Workers' Federation

We have audited the financial statements of the International Transport Workers' Federation for the year ended 31 December 2013 which comprise the income and expenditure account, the balance sheet, 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 Practice).

This report is made solely to the International Transport Workers' Federation Executive Board, 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 Executive Board 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 and the International Transport Workers' Federation Executive Board 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 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 APB's website at www.frc.org.uk/apb/scope/private.cfm.

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 affairs as at 31 December 2013 and of its surplus 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 required 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 that section; or
- the financial statements do not agree with the accounting records.

Grant Thornton UK LLP

Grant Thornton UK LLP

Statutory Auditor

Grant Thornton House

Melton Street, Euston Square

London, NW1 2EP

DATE *29 May 2014*

International Transport Workers' Federation

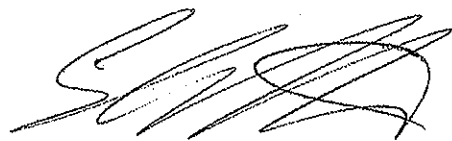
Income and Expenditure Account for the year ended 31st December 2013

	Notes	Year Ended 31st December 2013 £	Year Ended 31st December 2012 £
Income			
Affiliation fees receivable		4,873,141	4,724,977
Remitted by Ship owners and collecting Unions:			
Welfare contributions and crew membership fees		35,759,941	34,115,425
Education Projects - donor funding		445,757	474,398
Investment Income	2	1,109,431	991,121
Rent receivable and other income		263,533	275,870
Solidarity Income		-	3,124
Total income		42,451,803	40,584,915
Expenditure			
Headquarters staff costs	4	8,339,185	8,867,857
Headquarters office costs	5	1,323,349	1,361,753
Meetings, conferences and activities	6	3,677,075	2,975,090
Publication and public relations	7	1,305,503	1,368,521
Regional offices	8	3,752,446	3,173,758
Inspectorate representation	9	12,001,786	10,954,239
Other professional fees	10	936,450	1,170,286
Assistance and donations		885,144	404,988
Solidarity Expenditure		30,000	5,190
Contributions to IBF Fund		1,776,631	1,727,410
Project advances written back	11	(47,468)	(17,869)
Affiliation fees written off		144,014	419,644
Donor funded education projects		445,757	474,398
General Expenses	12	116,610	38,986
Foreign exchange losses/(gains)		1,276,933	1,437,012
Gain on disposal of fixed assets		-	(50)
Depreciation	13	1,025,368	725,304
Gift aid in favour of the ITF Seafarers' Trust	3	1,000,000	1,000,000
Total expenditure		37,988,783	36,086,517
Operating surplus for year		4,463,020	4,498,398
Investment revaluation		4,945,445	2,435,758
Pension scheme actuarial loss	27	(179,000)	(1,538,999)
Pension Scheme finance income/(expenditure)	27	145,000	(56,000)
Net movement in funds		9,374,465	5,339,157
Funds balance brought forward		78,707,542	73,368,385
Funds balance at 31 December 2013		88,082,007	78,707,542

International Transport Workers' Federation
Balance Sheet as at 31 December 2013

	Notes	Year Ended 31st December 2013 £	Year Ended 31st December 2012 £
Fixed Assets			
Tangible assets	13	9,199,232	6,295,804
Investments at market value	14	54,934,746	36,396,356
		<u>64,133,978</u>	<u>42,692,160</u>
Current Assets			
Cash at bank		34,249,991	41,991,826
Cash held by investment managers		216,072	213,682
Debtors	15	5,402,208	7,401,528
Creditors: due within one year	16	(8,024,878)	(6,085,264)
Net current assets		<u>31,843,393</u>	<u>43,521,772</u>
Long term liabilities	17	(79,738)	-
Total assets less liabilities		<u>95,897,633</u>	<u>86,213,932</u>
Net assets excluding pension liability		<u>95,897,633</u>	<u>86,213,932</u>
Defined benefits pension scheme liability	27	(7,815,626)	(7,506,390)
Net assets		<u>88,082,007</u>	<u>78,707,542</u>
Represented by:			
General Fund		(772,358)	(648,864)
Welfare Fund		89,475,936	82,708,673
Investments revaluation reserve	14	6,434,574	3,614,642
Pension reserve	27	(7,815,626)	(7,506,390)
Total unallocated funds		<u>87,322,526</u>	<u>78,168,061</u>
International Solidarity Fund	18	9,481	39,481
Congress Fund	19	750,000	500,000
		<u>88,082,007</u>	<u>78,707,542</u>

The financial statements on pages 9 to 24 were approved and authorised for issue by the Executive Board on 25 April 2014



S. Cotton
Acting General Secretary

29 May 2014

P. Crumlin
President



29 May 2014

**International Transport Workers' Federation
Cash Flow Statement as at 31 December 2013**

	Notes	Year Ended 31 st December 2013 £	Year Ended 31 st December 2012 £
Net cash inflow from operating activities	20	<u>8,527,672</u>	<u>6,026,422</u>
Returns on investments and servicing of finance			
Interest and dividends		1,109,431	991,121
Rental income		<u>143,766</u>	<u>176,710</u>
Net cash inflow from returns on investments and servicing of finance		1,253,197	1,167,831
Capital expenditure and financial investment			
Net purchases of investments		(13,591,517)	(5,711,294)
Purchases of tangible fixed assets		<u>(3,928,796)</u>	<u>(1,546,696)</u>
Net cash outflow from investing activities		<u>(17,520,313)</u>	<u>(7,257,990)</u>
(Decrease) in cash	21	<u>(7,739,444)</u>	<u>(63,737)</u>

The 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. 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 balance sheet date. Any differences are taken to the income and expenditure account.

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 2013. The total amount of affiliation fees receivable shown in the income and expenditure account 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 paid direct 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) 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.

g) Pension Scheme FRS 17

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 17. 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.

h) 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.

i) Investments

Investments are stated at market value. Unrealised and realised investment gains and losses are shown in the Income and Expenditure account.

International Transport Workers' Federation
Notes to the Financial Statements

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

	Notes	Year Ended 31st December 2013 £	Year Ended 31st December 2012 £
Income			
Affiliation fees receivable		4,873,141	4,724,977
Education Projects - donor funding		445,757	474,398
Bank and loan interest		1,492	2,191
Other income		190	38,442
Total Income		5,320,580	5,240,008
Expenditure			
Headquarters staff costs	4	1,218,405	1,572,677
Headquarters running costs	5	142,773	189,366
Meetings, conferences and activities	6	858,737	983,220
Publications and public relations	7	382,249	344,949
Regional offices	8	1,832,232	2,066,799
Legal and professional	10	29,050	126,847
Fees, advances and balances written (back)/off	11	11,389	(18,227)
Affiliation fees written off		144,014	419,644
Assistance & donations		15,715	31,789
Education projects - donor funded expenses		445,757	474,398
General expenses	12	9,244	35,358
Foreign exchange losses		155,337	79,485
Total Expenditure		5,244,902	6,306,305
Surplus for the year before congress expenditure		75,678	(1,066,297)
Congress Expenditure	19	(250,000)	(250,000)
Operating Deficit for year		(174,322)	(1,316,297)
Pension scheme actuarial loss		(33,056)	(333,668)
Pension Scheme finance income/(expenditure)		26,777	(12,141)
Net movement in funds after pension scheme adjustments		(180,601)	(1,662,106)
Fund balance brought forward		(2,253,419)	(591,313)
Fund balance at year end		(2,434,020)	(2,253,419)

Seafarers' International Assistance, Welfare and Protection Fund

Notes to the Financial Statements

1b. Income and Expenditure including Pension and Investment reserves

	Notes	Year Ended 31st December 2013 £	Year Ended 31st December 2012 £
Income			
Remitted by Ship owners and collecting unions:			
Welfare contributions and crew membership fees		35,759,941	34,115,425
Investment Income	2	1,107,939	988,930
Rent receivable and other income		263,342	237,427
Total Income		37,131,222	35,341,782
Expenditure			
Headquarters staff costs	4	7,120,780	7,295,180
Headquarters running costs	5	1,180,576	1,172,387
Meetings, conferences and activities	6	2,818,338	1,991,870
Publications and public relations	7	923,254	1,023,572
Regional offices	8	1,920,215	1,106,959
Inspectorate representation	9	12,001,786	10,954,239
Legal and professional fees	10	907,400	1,043,439
Assistance and donations		869,430	373,199
Contributions to IBF Fund		1,776,631	1,727,410
Fees, advances and union balances written off	11	(58,857)	358
General expenses	12	107,366	3,628
Foreign exchange losses/(gains)		1,121,596	1,357,526
Gain on disposal of fixed assets		-	(50)
Depreciation Charges	13	1,025,368	725,304
Gift aid in favour of the ITF Seafarers' Trust	3	1,000,000	1,000,000
Total expenditure		32,713,881	29,775,021
Operating surplus for the year		4,417,341	5,566,761
Investment revaluation		4,945,445	2,435,758
Pension scheme actuarial loss		(145,943)	(1,205,331)
Pension Scheme finance income/(expenditure)		118,224	(43,859)
Net movement in funds		9,335,066	6,753,329
Fund balance brought forward		80,421,480	73,668,151
Fund balance at year end		89,756,546	80,421,480

International Transport Workers' Federation
Notes to the Financial Statements

2. Investment Income

	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
Interest and dividends	1,492	1,107,939	1,109,431	991,121
	1,492	1,107,939	1,109,431	991,121

3. Gift aid

Gift aid in favour of the ITF Seafarers' Trust (a registered charity)	-	(1,000,000)	(1,000,000)	(1,000,000)
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4. Headquarters staff costs

	£	£	£	£
Salaries	2,316,421	2,898,727	5,215,148	5,538,936
Staff benefits and ex-gratia payments	27,757	1,189,254	1,217,011	1,465,289
Social security	271,537	289,162	560,700	542,816
Pension and employee insurance contributions	273,767	990,568	1,264,334	1,217,290
Staff training and recruitment	27,974	129,019	156,993	176,526
	2,917,455	5,496,730	8,414,185	8,940,857
Salaries costs recharged from General Fund	(1,624,050)	1,624,050	-	-
Charge to ITF Seafarers' Trust	(75,000)	-	(75,000)	(73,000)
	1,218,405	7,120,780	8,339,185	8,867,857

Mutually Agreed Departure Package

At its April 2012 meeting, as part of a general review of the ITF's finances, the Executive Board agreed a financial package to support a programme of Mutually Agreed Departures. The 2013 costs of the package for UK based staff have been included in the Welfare Fund staff costs. Staff benefits and ex gratia payments include compensation and pay in lieu of notice of £490k and Pension and employee contributions contain pension augmentations of £200k.

5. Headquarters running costs

	£	£	£	£
Rent, rates, services and building maintenance	140,000	509,228	649,228	654,685
Computer systems maintenance	-	392,735	392,735	389,138
Stationery and office supplies	1,370	40,870	42,240	62,474
Data communications, telephone and postage	1,404	237,743	239,147	255,456
	142,773	1,180,576	1,323,349	1,361,753

The rental charge for the General Fund includes a charge of £140k 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.

6. Meetings, conferences and activities

	£	£	£	£
Fares	299,086	961,052	1,260,138	983,994
Hotel and subsistence	229,896	785,544	1,015,439	810,109
Translations	172,054	170,151	342,205	262,048
Invitations and hospitality	20,078	138,837	158,915	73,198
Interpretation	73,601	108,980	182,581	229,312
Other meeting costs	64,023	543,725	607,748	356,407
Week of Action Costs	-	110,050	110,050	260,022
	858,737	2,818,338	3,677,075	2,975,090

	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
7. Publications and public relations				
Publication subscriptions	54,032	62,787	116,819	369,638
Printing and Production	51,926	148,697	200,623	141,151
Library purchases	1,178	687	1,865	8,833
Graphic design and creative	19,797	41,730	61,527	66,121
Despatching costs	11,899	55,566	67,465	35,425
Other publications and research	238,493	557,908	796,401	647,731
Audio Visual	200	31,929	32,129	40,468
Promotional material	4,725	23,951	28,676	59,154
	382,249	923,254	1,305,503	1,368,521

8. Regional offices

	£	£	£	£
Africa: Nairobi	294,658	250,601	545,259	525,077
Ouagadougou	116,142	43,562	159,704	108,489
Arab World: Amman	313,360	283,964	597,324	261,925
Asia Pacific: Delhi	195,113	275,780	470,893	347,569
Tokyo	162,562	96,974	259,536	313,522
Sydney	6,462	214,742	221,204	224,468
Americas: Rio de Janeiro	536,118	415,328	951,446	833,876
Russia: Moscow	-	-	-	20,292
Europe: ETF	207,816	339,264	547,080	538,538
	1,832,232	1,920,215	3,752,446	3,173,758

9. Inspectorate representation (Welfare Fund)

	£	£	£
Salaries	8,337,855	8,337,855	7,769,223
Hotel and travel	1,449,474	1,449,474	1,152,611
Office and other costs	1,257,043	1,257,043	1,166,818
	11,044,372	11,044,372	10,088,652
Inspectorate development	957,414	957,414	865,587
	12,001,786	12,001,786	10,954,239

10. Legal and professional fees

	£	£	£	£
Audit and accountancy fees	10,620	57,247	67,867	82,449
General legal fees	-	334,799	334,799	319,494
Other professional fees	18,430	515,354	533,784	768,344
	29,050	907,400	936,450	1,170,286

11. Provisions for fees, advances and union account balances

	£	£	£	£
(Provisions released)/amounts written back in year	11,389	(58,857)	(47,468)	(17,869)
	11,389	(58,857)	(47,468)	(17,869)

11. Provision for fees, advances and union account balances continued

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 on going 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.

12. General Expenses

	£	£	£	£
Bank charges and interest	8,444	94,569	103,013	80,600
Investment management fees rebated	-	(4,835)	(4,835)	(72,109)
General expenses	800	17,632	18,432	30,495
	<u>9,244</u>	<u>107,366</u>	<u>116,610</u>	<u>38,986</u>

During 2013 Investment management fees of £156,943 (2012 £91,246) were charged directly to the investment portfolios

13. Tangible fixed assets (Welfare Fund)

	Land and Buildings £	Furniture and equipment £	Computer Systems £	Motor Vehicles £	Total £
Cost					
1 January 2013	7,708,786	59,791	1,904,807	18,143	9,691,527
Additions	2,192,004	1,007,621	712,290	16,881	3,928,796
Disposals	-	-	-	-	-
31 December 2013	<u>9,900,790</u>	<u>1,067,412</u>	<u>2,617,097</u>	<u>35,024</u>	<u>13,620,323</u>
Depreciation					
1 January 2013	1,926,787	46,415	1,416,473	6,048	3,395,723
Charge for the year	198,016	201,475	614,202	11,675	1,025,368
Disposals	-	-	-	-	-
31 December 2013	<u>2,124,803</u>	<u>247,890</u>	<u>2,030,675</u>	<u>17,723</u>	<u>4,421,091</u>
Net book value					
31 December 2013	<u>7,775,987</u>	<u>819,521</u>	<u>586,422</u>	<u>17,301</u>	<u>9,199,231</u>
31 December 2012	<u>5,781,999</u>	<u>13,375</u>	<u>488,334</u>	<u>12,095</u>	<u>6,295,803</u>

During the year the conference and meeting facilities located on the 4th Floor of the ITF's international headquarters in London were completely refurbished. Included within the additions were building costs (£1,895k) and furniture and equipment (£619k) relating to this project.

14. Investments (Welfare Fund)	Year ended	Year ended
	31 st	31 st
	December	December
	2013	2012
Cost	£	£
Fixed interest securities and bond funds	18,534,708	9,040,707
Equities and property unit trusts	29,965,465	23,741,007
	<u>48,500,173</u>	<u>32,781,714</u>
Add revaluation reserve		
Attributable to:		
Fixed interest securities and bond funds	(36,108)	139,850
Equities and property unit trusts	6,470,681	3,474,792
Market Valuation at 31 December 2013	<u>54,934,746</u>	<u>36,396,356</u>

15. Debtors	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
Amounts owed by affiliated unions:				
Affiliation fees	734,875	-	734,875	1,021,502
Other	-	1,568,715	1,568,715	2,297,830
Inter fund	6,271,707	(6,271,707)	-	-
Amounts owed by Seafarers' Trust	4,545	1,993,731	1,998,276	3,611,421
Income tax recoverable	-	53,996	53,996	58,947
Advances and debtors	1,024,155	22,191	1,046,347	411,829
	<u>8,035,282</u>	<u>(2,633,074)</u>	<u>5,402,208</u>	<u>7,401,528</u>

Affiliation fees due are stated net of provision of £712,422 (2012: £908,085).

Other amounts owed by affiliated unions arise primarily from the retention by Affiliated Unions of part of the sums collected by them and used, by arrangement with the ITF, for purposes falling within the Welfare Fund's rules.

The amounts due from Seafarers' Trust include an interest free loan of £2 million which is repayable on demand

16. Creditors: due within one year	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
Creditors and advances	3,926,707	1,916,716	5,843,423	3,936,010
Accrued expenses	77,026	2,104,431	2,181,457	2,149,254
	<u>4,003,733</u>	<u>4,021,147</u>	<u>8,024,878</u>	<u>6,085,264</u>

17. Long term liabilities

Deferred liabilities comprise provision for end of service gratuities for ITF employees which have been accrued in accordance with local legal requirements in an ITF regional office.

18. Solidarity Fund	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
Balance at 1 January	39,481	-	39,481	41,547
Receipts	-	-	-	3,124
Grant paid	(30,000)	-	(30,000)	(5,190)
Balance at 31 December 2013	<u>9,481</u>	<u>-</u>	<u>9,481</u>	<u>39,481</u>

19. Congress Fund	General Fund	Welfare Fund	Total 2013	Total 2012
	£	£	£	£
Balance at 1 January	500,000	-	500,000	250,000
Transfer from Income and Expenditure Account	250,000	-	250,000	250,000
Congress expenditure	-	-	-	-
Balance at 31 December 2013	750,000	-	750,000	500,000

20. Reconciliation of net surplus to net cash flow from operating activities	Year ended 31st December 2013	Year ended 31st December 2012
	£	£
Net surplus	4,463,020	4,498,398
Depreciation charge	1,025,368	725,304
Pension scheme special payments and adjustments (FRS 17):		
Contributions paid	(971,764)	(1,170,982)
Current service cost charged to expenditure	1,247,000	1,241,000
Investment income net of charges included in unit price of investments	(1,430)	5,425
Investment income	(1,109,431)	(991,121)
Rental income	(143,766)	(176,710)
Decrease/(Increase) in debtors	1,999,320	(252,993)
Increase creditors	2,019,355	2,148,101
Net cash inflow from operating activities	8,527,672	6,026,422

21. Analysis of changes in cash during the year

	£	£
Balance at 1 January 2013	42,205,507	42,269,244
Decrease in cash	(7,739,444)	(63,737)
Balance at 31 December 2013	34,466,063	42,205,507

22. Analysis of cash as shown in the balance sheet

	£	£
Cash at bank	34,249,991	41,991,826
Cash held by investment managers	216,072	213,681
Balance at 31 December 2013	34,466,063	42,205,507

23. Tax on ordinary activities	Year ended 31st December 2013 £	Year ended 31st December 2012 £
UK tax (credit)/charge		
Profit on ordinary activities multiplied by standard rate of UK tax	1,037,499	1,267,788
Non taxable income net of unrelieved operating losses	(1,469,056)	(1,355,954)
Disallowable expenditure	-	(582,831)
Non-trade charge unutilised	232,466	244,973
Pension scheme adjustments	-	390,730
Movement in deferred tax not recognised	199,091	35,294
Actual tax credit	-	-

24. Analysis of net assets between funds

	Congress Fund	General Fund	International Solidarity Fund	Welfare Fund	Total ITF 2013
	£	£	£	£	£
Fixed assets	-	-	-	9,199,232	9,199,232
Investments	-	-	-	54,934,746	54,934,746
Cash held by investment managers	-	-	-	216,072	216,072
Cash	-	1,427,972	-	32,822,019	34,249,991
Debtors	-	1,763,575	-	3,638,633	5,402,208
Creditors	-	(4,083,471)	-	(4,021,147)	(8,104,618)
Inter fund balances	750,000	119,566	9,481	(879,047)	-
Pension provision	-	(1,661,662)	-	(6,153,964)	(7,815,626)
	750,000	(2,434,020)	9,481	89,756,546	88,082,007

25. Capital commitments

There were no capital commitments at 31 December 2013.

26. 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.

27. 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 Income and Expenditure account.

The FRS 17 figures are based on the results of the full actuarial valuation of the Scheme as at 1 January 2011 and updated to 31 December 2013 using assumptions which are consistent with the requirements of FRS 17. In order to reflect the requirements of FRS 17 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.

a) The amounts recognised in the balance sheet are as follows:

	2013	2012
	£'000	£'000
Present value of funded obligations	(36,213)	(33,838)
Fair value of plan assets	28,397	26,331
	<hr/>	<hr/>
Amounts in the balance sheet	(7,816)	(7,507)
Liabilities	(7,816)	(7,507)
	<hr/>	<hr/>
Net liability	(7,816)	(7,507)
	<hr/>	<hr/>
Attributable to General Fund (21%)	(1,662)	(1,605)
Attributable to Welfare Fund (79%)	(6,154)	(5,902)
	<hr/>	<hr/>
	(7,816)	(7,507)

b) Changes in the present value of the defined benefit obligation are as follows:

	2013	2012
	£'000	£'000
Opening defined benefit obligation	33,838	28,782
Service cost	1,247	1,174
Interest cost	1,507	1,424
Employee contributions	221	233
Past service cost	-	67
Actuarial loss	48	3,054
Benefits paid	(648)	(896)
	<hr/>	<hr/>
Defined benefit obligation at end of year	36,213	33,838

c) Changes in the fair value of the scheme assets are as follows:

	2013	2012
	£'000	£'000
Opening fair value of scheme assets	26,331	22,941
Expected return on assets	1,652	1,368
Actuarial (loss)/gain	(131)	1,515
Employer contributions	972	1,170
Employee contributions	221	233
Benefits paid	(648)	(896)
	<hr/>	<hr/>
Fair value of scheme assets at year end	28,397	26,331

d) The amounts included in the Income and Expenditure Account are as follows:

	2013	2012
	£'000	£'000
Current service cost	(1,247)	(1,174)
Past service cost	-	(67)
Expected return on scheme assets	1,652	1,368
Interest on pension liabilities	(1,507)	(1,424)
	<hr/>	<hr/>
Total amount charged within operating surplus	(1,102)	(1,297)
Actuarial losses	(179)	(1,539)
	<hr/>	<hr/>
Total amount charged to Income and Expenditure Account	(1,281)	(2,836)
	<hr/>	<hr/>
Attributable to General Fund	(237)	(579)
Attributable to Welfare Fund	(1,044)	(2,257)
	<hr/>	<hr/>
	(1,281)	(2,836)

The ITF expects to contribute £x million to its defined benefit pension scheme in 2014^{est}

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

	2013	2012
Diversified Growth Fund assets/Equities	65%	59%
Bonds	16%	16%
Gilts	5%	5%
Property	0%	4%
Cash	1%	1%
Other assets	13%	15%

In January 2013 the Scheme moved its equity holdings and invested in two Diversified Growth Funds. The overall expected return on assets assumption of 6.6% as at 31 December 2013 (2012 6.2%) has been derived by calculating the weighted average of the rate of return for each asset class. The following approach has been used to determine the expected rate of return for each asset class:

- Fixed interest securities, current market yields
- Corporate bonds, current market yields
- Diversified Growth Fund (DGF) assets, FTSE All Share net dividend yield, plus RPI, plus an allowance for future dividend growth of 1.4% pa less a deduction of 0.7% pa for management expenses-
- Cash, current Bank of England base rate
- Other assets (including secured annuities), in line with the assumed discount rate

	2013	2012
	£'000	£'000
The actual return on scheme assets in the year	1,521	2,883

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

	2013	2012
Discount rate	4.60%	4.40%
Expected rate of return on scheme assets	6.60%	6.20%
Rate of inflation (CPI)	2.50%	2.25%
Rate of inflation (RPI)	3.50%	3.00%
Rate of increase in salaries	4.50%	4.50%
Rate of increase for deferred pensioners	2.50%	2.25%
Rate of increase of pensions in payment:		
- at RPI up to 5% pa	3.40%	2.90%
- at RPI up to 4% pa	3.20%	2.80%

Proportion of employees opting for early retirement

100% of active members at age 60

Life expectancy	Year Ended 31/12/2013		Year Ended 31/12/2012	
	Male	Female	Male	Female
Life expectancy for someone aged 65 in 2013	23.7 years	25.0 years	23.8 years	24.9 years
Life expectancy at age 65 for someone aged 45 in 2013	25.5 years	26.9 years	25.1 years	26.4 years

g) The amounts for the current and previous periods are as follows:

	2013 £'000	2012 £'000	2011 £'000	2010 £'000	2009 £'000
Defined benefit obligation	(36,213)	(33,838)	(28,782)	(25,231)	(22,428)
Scheme assets	28,397	26,331	22,941	22,144	19,385
(Deficit)	(7,816)	(7,507)	(5,841)	(3,087)	(3,043)
Gains/(losses) on scheme liabilities:					
Due to experience	-	-	676	-	639
Due to change of basis	(48)	(3,054)	(2,412)	(1,132)	(4,335)
Experience (losses)/gains on scheme assets	(131)	1,515	(940)	1,025	1,953