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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 2012
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:	David Cockroft
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

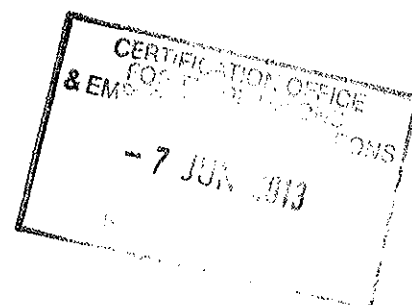
The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations  
22<sup>nd</sup> 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 <span style="float: right;">714</span>

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

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

714

## 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
Executive Board Member	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:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

714

and names:

See attached listing (714 affiliates)

**International Transport Workers' Federation**  
**List of Affiliated Unions as at Year Ended 31 December 2012**

Country	Organisation Name
	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs
Algeria	Algériens
Algeria	Federation Nationale Travailleurs Ports Algériens -UGTA
Algeria	Syndicat National d'Entreprise SNTF/UGTA
	Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)
Angola	(FSTTCA)
Antigua & Barbuda	Antigua & Barbuda Workers' Union
Argentina	Asociación Argentina de Aeronavegantes (AAA)
Argentina	Asociación Argentina de Empleados de la Marina Mercante
Argentina	Asociación de Personal Aeronáutico (APA)
Argentina	Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)
Argentina	Asociacion de Señaleros Ferroviarios Argentinos
Argentina	Asociación de Tecnicos y Empleados de Protección y Seguridad e Aeronavegación
Argentina	Capataces de Estibadores Portuarios y Serenos de Buques
Argentina	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante
Argentina	Centro de Jefes y Oficiales Maquinistas Navales
Argentina	Centro de Jefes y Oficiales Navales de Radiocomunicaciones
Argentina	Centro de Patronos y Oficiales Fluviales, de Pesca y Cabotaje Maritimo
	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de CargasLogistica Y Servicios
Argentina	Guincheros y Maquinistas de Gruas Moviles
Argentina	'La Fraternidad' Sociedad de Personal Ferroviario de Locomotoras
Argentina	Sindicato de Conductores Navales de la Republica Argentina
Argentina	Sindicato de Obreros Maritimos Unidos - Argentina
Argentina	Sindicato de Peones de Taxis de la Capital Federal
Argentina	Sindicato del Personal de Dragado y Balizamento
Argentina	Sindicato Electricistas Electronicistas Navales
	Sindicato Encargados Apuntadores Marítimos Y Afines de la Republica Argentina (SEAMARA)
Argentina	Sindicato Único de los Trabajadores de los Peajes y Afines
Argentina	Union del Personal Superior y Profesional de Empresas Aerocomerciales
Argentina	Unión Ferroviaria
Argentina	Unión Personal Aeronavegación de Entes Privados
Argentina	Unión Tranviarios Automotor (UTA)
Australia	Australian & International Pilots' Association
Australia	Australian Institute of Marine & Power Engineers (A.I.M.P.E.)
Australia	Australian Licensed Aircraft Engineers' Association
Australia	Australian Maritime Officers Union
Australia	Australian Rail, Tram & Bus Industry Union
Australia	Australian Services Union
Australia	Australian Workers' Union
Australia	Flight Attendants' Association of Australia (Domestic)
Australia	Flight Attendants' Association of Australia (International)
Australia	Maritime Union of Australia
Australia	National Union of Workers
Australia	The Civil Air Operations Officers' Association of Australia
Australia	Transport Workers' Union of Australia

Austria	Gewerkschaft der Gemeindebediensteten - Kunst, Medien, Sport, freie Berufe
Austria	Gewerkschaft VIDA
Azerbaijan	Independent Trade Union of Marine Transport of Azerbaijan Republic
Azerbaijan	Motor Transport and Road Construction Workers Union of Azerbaijan
Bahrain	General Federation of Bahrain Trade Unions
Bangladesh	Bangladesh Biman Employees' Union
Bangladesh	Bangladesh Biman Officers' Association
Bangladesh	Bangladesh Inland Water Transport Corporation Workers' Union
Bangladesh	Bangladesh Noujan Sramik Federation
Bangladesh	Bangladesh Railway Employees' League (BREL)
Bangladesh	Bangladesh Railway Sramik League
Bangladesh	Bangladesh Road Transport Workers' Federation
Bangladesh	Bangladesh Seamen's Association
Bangladesh	Bangladesh Truck Chalok Sramik Federation
Bangladesh	Jatio Rickshaw Sramik League
Bangladesh	Society of Aircraft Engineers of Biman (SAEB)
Barbados	National Union of Public Workers
Barbados	The Barbados Workers' Union
Belarus	Belarusian Independent Trade Union
Belgium	ACV - Openbare Diensten
Belgium	ACV - Transcom
Belgium	Belgische Transportarbeidersbond (BTB)
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics
Belgium	Secteur Telecom Centrale Générale des Services Publics - CGSP
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique
Belgium	Syndicat National des Travailleurs de la Météorologie et de l'Aviation Civile (SYNATRAMAC)
Benin	Syndicat pour l'Unification des Dockers des Manutentions Portuaires du Benin
Benin	Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie
Bermuda	Bermuda Industrial Union (BIU)
Bolivia	Confederacion Sindical de Trabajadores Ferroviarios, LAB, AASANA y Jubilados Ferroviarios de Bolivia
Bosnia	Samolstaini Sindikat Zeljeznickih Radnika u BiH (Trade Union of Railway Workers)
Botswana	Botswana Railways Amalgamated Workers
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos (CONTTMAF)
Brazil	Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT)
Brazil	Fasderbra - Federacao Sindical dos Servidores dos Departamentos de Estradas de Rodagem do Brasil
Brazil	Federação Nacional de Trabalhadores da Aviação Civil - FENTAC
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins - FNTTAA
Brazil	Federação Nacional dos Trabalhadores Ferroviários
Brazil	Fetropassageiros - FEDERACIÓN
Brazil	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro
Brazil	Sindicato Nacional dos Aeroviários
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante (SINDMAR)

Bulgaria	Bulgarian Seafarers' Trade Union
Bulgaria	Federation of Transport Trade Unions in Bulgaria
Bulgaria	Federation of Transport Workers - PODKREPA
Bulgaria	National Union of Railway Workers - PODKREPA
Bulgaria	Seamen's Syndicate
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires des Transports du Burkina (FSTAT-B)
Burkina Faso	Federation National des Taximen et des Travailleurs du Secteur des Transports du Burkina (FNTT/STB)
Burkina Faso	Syndicat Libre des Cheminots du Burkina
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)
Burkina Faso	Union des Chauffeurs routiers du Burkina
Burma	Seafarers Union of Burma
Burundi	Fédération Nationale des Travailleurs des Transports
Cambodia	Trade Unions of Sihanouk Ville Port
Cameroon	Fédération Nationale des Travailleurs du Transport du Cameroun (FNTTC)
Cameroon	Syndicat National du Personnel Navigant Commercial du Cameroun
Canada	Airline Division of CUPE
Canada	B C Ferry & Marine Workers Union
Canada	Canadian Merchant Service Guild
Canada	Canadian Union of Postal Workers
Canada	International Brotherhood of Electrical Workers - Local 2228
Canada	International Longshore and Warehouse Union (ILWU)
Canada	National Automobile, Aerospace Transportation and General Workers' Union of Canada (CAW)
Canada	Seafarers' International Union of Canada (SIU)
Canada	Syndicat des Debardeurs de Montreal
Canada	Teamsters Canada
Cape Verde	Sindicato de Transportes, Telecomunicacoes, Hotelaria e Turismo
Chile	Asociacion Gremial Nacional de Trabajadores del Transport y Afines - ASTTRA A.G.
Chile	Confederación Marítima de Chile (COMACH)
Chile	Federación de Tripulantes de la Marina Mercante de Chile (FETRICH)
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile (FENASICOCH)
Chile	Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Lineas Aereas de Chile (FENATRALACH)
Chile	Sindicato de Oficiales de Marina Mercante Southship
Chile	Sindicato de Trabajadores Interempresas de Compañías Navieras "SITRIEMP"
Chile	Sindicato de Tripulantes de Cabina de la Empresa American Airlines Inc.
Chile	Sindicato de Tripulantes de Cabina Lan Chile SA
Chile	Sindicato de Tripulantes de Cabina Lan Express
Chile	Sindicato Interempresas de Oficiales Mortoristas de la Marina Mercante Nacional
Chile	Sindicato Interempresas Profesional de Oficiales de la Marina Mercante
Colombia	Asociacion Colombiana de Auxiliares de Vuelo "ACAV"
Colombia	Asociacion Colombiana de Aviadores Civiles
Colombia	Asociacion Nacional de Servidores Publicos del Instituto Nacional de Vias
Colombia	Sindicato de Conductores de Taxis de Cartagena
Colombia	Sindicato Nacional de Rama y Servicios del Transporte de Colombia
Colombia	Sindicato Nacional del Transporte de Colombia – SINDINAL
Colombia	Union de Marineros Mercantes y de Pesca Colombianos

Congo	Fédération Syndicale des Travailleurs du Transport Aérien, Aviation Civile et assimilés
Congo DR	Action Syndicale pour le Developpement "SYNDICAT ACTIONS"
Congo DR	Centrale des Travailleurs du Transport et Communication - CSC
Congo DR	Fédération Nationale des Ouvriers du Transport
Congo DR	La Cooperation des Syndicats des Entreprises Publiques et Privees du Congo
Congo DR	Organisation des Travailleurs Unis du Congo
Congo DR	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE
Congo DR	Syndicat des Travailleurs de Transport et Communication (SYTRACOM)
Congo DR	Syndicat des Travailleurs Libres (STL)
Congo DR	Syndicat des Travailleurs Responsables du Congo
Congo DR	Syndicat National des Travailleurs du Congo
Congo DR	Union des Travailleurs Libres
Costa Rica	Sindicato de Trabajadores de JAPDEVA
Costa Rica	Unión Nacional de Trabajadores de Obras Públicas y Transportes (UNATROPYT)
Croatia	Railway Workers' Trade Union of Croatia
Croatia	Sindikát Kabinskog Osoblja Zrakoplova
Croatia	Sindikát Luckih Radnika Hrvatske (Dockers' Union of Croatia)
Croatia	Sindikát Pomoraca Hrvatske (Seafarers' Union of Croatia)
Croatia	Sindikát Prometnika Vlakova Hrvatske (Union of Croatian Train Dispatchers)
Croatia	Sindikát Strognog Osoblja Hrvatske - Railroad Engineer Trade Union of Croatia
Croatia	Trade Union of Air Traffic Control Croatia
Cyprus	Federation of Transport, Petroleum and Agricultural Workers
Czech Republic	Czech Trade Union of Seafarers
Czech Republic	Odborové Sdružení Železničáru (Railway Workers' Union)
Czech Republic	Odborový Svaz Dopravý (Transport Workers' Union)
Denmark	Cabin Union Denmark
Denmark	Centralorganisationen Søfart
Denmark	Dansk Jernbaneforbund
Denmark	Dansk Metalarbejderforbund
Denmark	Fagligt Fælles Forbund (3F)
Denmark	HK Trafik & Jernbane
Denmark	HK/Privat
Denmark	Maskinmestrenes Forening
Denmark	Serviceforbundet
Denmark	Søfartens Ledere - Dansk Navigatørforening
Djibouti	Syndicat du Personnel du Bâtiment et des Travaux Publics (SPBTP)
Dominica	Dominica Public Service Union
Dominica	Waterfront & Allied Workers' Union
Dominican Republic	CONATRA - Confederación Nacional de Org del Transporte
Dominican Republic	FENOTTA -Fed. Nac. de Org del Transporte
Ecuador	Federación Nacional de Cooperativas de Transporte Liviano (FENACOTRALI)
Ecuador	Sindicato de Tripulantes de Cabina Aerolane
Ecuador	Sindicato y Comité de Empresa de los Trabajadores de Corpaq
Ecuador	Unión de Trabajadores de Mar del Ecuador
Egypt	Dockers' Union of Egypt
Egypt	Egyptian General Seafarers Union
Egypt	General Egyptian Flight Attendant Union
El Salvador	Sindicato de Trabajadores de la Industria Portuaria de El Salvador
El Salvador	Sindicato de Trabajadores por Establecimiento del Aeropuerto Internacional El Salvador (SITEAIES)

Eritrea	Transport & Communications Workers' Federation
Estonia	Eesti Transpordi- ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)
Estonia	Estonian Seafarers' Union
Estonia	Estonian Seamen's Independent Union
Ethiopia	Transport & Communication Workers' Unions Industrial Federation
Faroe Islands	Foroya Fiskimannafelag
Faroe Islands	Føroya Skipara- og Navigatørfelag
Faroe Islands	Maskinmeistarafelagid
Fiji	Federated Airline Staff Association
Fiji	Fiji Longshoremen & Staff Association
Fiji	Fiji Maritime Workers' Association
Fiji	Fiji Public Service Association
Fiji	Fiji Sugar and General Workers' Union
Fiji	National Union of Hospitality, Catering & Tourism Industries Employees
Fiji	Transport Workers' Union
Finland	Ammattiliitto PRO
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union
Finland	ERTO
Finland	Finnish Cabin Crew Union
Finland	Ilmailualan Unioni IAU r.y.
Finland	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)
Finland	Suomen Konepääliistöliitto (Finlands Maskinbefälsförbund)
Finland	Suomen Laivanpääliistöliitto r.y. (Finlands Skeppsbefälsförbund)
Finland	Suomen Merimies-Unioni r.y.(Finlands Sjömannsunion)
Finland	Suomen Veturimiesten Liitto, r.y.(Finska Lokmannaförbundet) (The Finish Locomotive Drivers Union)
Finland	Trade Union for the Public and Welfare Sectors Finland (JHL)
France	Fédération CGT des Cheminots
France	Fédération des Officiers de la Marine Marchande CGT
France	Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FETS-FO)
France	Fédération Générale Autonome des Agents de Conduite
France	Fédération Générale des Transports (CFTC)
France	Fédération Générale des Transports et de l'Équipement - CFDT
France	Fédération Nationale des Syndicats de Transports CGT
France	Fédération Nationale des Syndicats Maritimes CGT
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)
Gambia	Gambia Dock and Maritime Workers' Union
Georgia	Georgian Seafarers' Union
Georgia	Republican Committee of Trade Unions of Georgian Automobile Transport and Highways' Workers
Georgia	Tbilisi Metro Workers' Trade Union
Georgia	The Independent Professional Union of Georgian Railways
Germany	Eisenbahn- und Verkehrsgewerkschaft (EVG)
Germany	Vereinte Dienstleistungsgewerkschaft (ver.di)
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC
Ghana	Ghana Merchant Navy Officers' Association (GMNOA)
Ghana	Maritime and Dockworkers' Union (Ghana)

Ghana	National Union of Teamsters and General Workers
Ghana	Railway Enginemen's Union of TUC - Ghana
Great Britain	Associated Society of Locomotive Engineers & Firemen (ASLEF)
Great Britain	British Airlines Pilots' Association, BALPA
Great Britain	Communication Workers' Union
Great Britain	GMB
Great Britain	National Union of Rail, Maritime and Transport Workers (RMT)
Great Britain	Nautilus International (UK)
Great Britain	Prospect
Great Britain	Public and Commercial Services Union
Great Britain	Transport Salaried Staffs' Association (TSSA)
Great Britain	Union of Shop, Distributive & Allied Workers
Great Britain	Unite The Union
Greece	Greek Federation of Loaders & Unloaders
Greece	Pan-Hellenic Seamen's Federation (PNO)
Grenada	Seamen and Waterfront Workers' Union
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal (STEPQ)
Guatemala	Sindicato de Trabajadores de la Direccion General de Transportes del Ministerio de Comunicaciones Infraestructura y Vivienda
Guatemala	Sindicato de Trabajadores Portuarios
Guatemala	Sindicato de Trabajadores Unidos de Empornac
Guatemala	Union Sindical de Trabajadores de Aeronautica Civil
Guinea-Conakry	Fédération Nationale des Transports et Marins Pêcheurs de Guinée (FENATRAMP.G)
Guinea-Conakry	Fédération Nationale des Transports Autos et Motos
Guinea-Conakry	Fédération Syndicale Professionnelle Nationale des Transports et Mécaniques Générales (FSPNTMG-CNTG)
Guyana	Amalgamated Transport and General Workers' Union
Guyana	Clerical and Commercial Workers' Union
Guyana	Guyana Labour Union
Guyana	United Minibus Union
Honduras	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)
Honduras	Sindicato Gremial de Trabajadores de Muelle
Honduras	Sindicato Reformado de Marineros de Honduras
Hong Kong	Amalgamated Union of Seafarers, Hong Kong
Hong Kong	B A Hong Kong International Cabin Crew Association
Hong Kong	Cathay Pacific Airways Flight Attendants' Union
Hong Kong	Federation of Hong Kong Transport Workers' Organizations
Hong Kong	Hong Kong Seamen's Union
Hong Kong	Hong Kong Storehouses, Transportation & Logistic Staff Association
Hong Kong	Kowloon Canton Railway Workers' Union
Hong Kong	Merchant Navy Officers' Guild - Hong Kong
Hong Kong	Union of Hong Kong Dockers
Hungary	Közlekedési Szakszervezetek Országos Szövetsége
Hungary	Repulogép-Muszakiak Független Szakszervezete - Aircraft Technicians' Independent Trade Union MALEV
Hungary	Transport Workers Councils
Hungary	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)
Iceland	Farmanna- og Fiskimannasamband Íslands
Iceland	Félag Íslenskra Flugumferdarstjóra (Icelandic Air Traffic Controllers' Association)



Iceland	Icelandic Airline Pilots Association
Iceland	Sjómannafélag Island (Iceland Seaman's Union)
	VM - Félag vélstóra og málmþæknimanna (Icelandic Union of Marine Engineers and Metal Technicians)
Iceland	
India	Adarsha Auto & Taxi Drivers' Union
India	Air India Officers' Association
India	Akhila Karnataka Goods Auto Driver's Union
India	All India Railwaymen's Federation
India	Aviation Industry Employees' Guild
India	Bambai Mazdoor Union
India	Calcutta Port Shramik Union
India	Cochin Port Staff Association
India	DHL Employees Union
India	Forward Seamen's Union of India
India	Idukki District Motor Workers' Union (INTUC)
India	Indian National Transport Workers' Federation
India	Karnataka Dock and General Workers' Union
India	Kerala Fishing Boat Workers' Congress
India	Maharashtra State Transport Kamgar Sanghatana
India	Mormugao Port & Railway Workers' Union
India	National Federation of Indian Railwaymen
India	National Union of Seafarers of India
India	National Union of Seamen of India
India	New Mangalore Port Staff Association
India	Nhava Sheva International Container Terminal Ltd. Bunder Kamgar Union
India	Paradip Port Workers' Union
India	Private Motor Transport Workers' Union, U.P
India	Tamil Nadu Road Transport Workers' HMS Federation
India	The Ernakulam District Waterways Employees' Association
India	The Madras Port Trust Employees' Union
India	The Maritime Union of India
India	The Visakhapatnam Dock Labour Board and Dock Workers' Union
India	The Visakhapatnam Port Employees' Union
India	Transport & Dockworkers' Union, Kandla
India	Transport and Dockworkers' Union, Mumbai
India	Truck, Bus, Jeep, Auto and Rickshaw Van Workers' Union
India	Tuticorin Port Mariners' and General Staff Union
India	Tuticorin PSA SICAL Container Terminal Staff Union
India	United Bargemen's Association
India	UNITES Professionals India
Indonesia	Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)
Indonesia	Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)
Indonesia	Kesatuan Pelaut Indonesia (KPI)
Indonesia	Sektor Transportasi Dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBSI)
Indonesia	Serikat Pekerja Terminal Petikemas Koja
Indonesia	Trade Union of Jakarta International Container Terminal
Iran	Iranian Merchant Mariners Syndicate
	Syndicate of Workers of Tehran and Suburbs Bus Company (Sandikaye Kargarane Sherkate Vahed)
Iran	
Iraq	General Union of Transport & Telecommunication
Iraq	General Union of Transport & Telecommunication - FWUCI

Iraq	Kurdistan Transport Unions
Iraq	Workers Union & Affiliation of Iraqi Ports Company
Ireland	Irish Municipal, Public and Civil Trade Union (IMPACT)
Ireland	Services, Industrial, Professional and Technical Union (SIPTU)
Israel	Israeli Sea Officers' Union
Israel	Transport Workers' Division of Histadrut
Italy	Federazione Italiana Addette Servizi Commerciali Affini e Turismo
Italy	Federazione Italiana Lavoratori Trasporti FILT-CGIL
Italy	Federazione Italiana Trasporti - CISL
Italy	UILTRASPORTI
Ivory Coast	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits
Ivory Coast	Syndicat des Conducteurs de Taxi de Côte d'Ivoire
Ivory Coast	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)
Ivory Coast	Syndicat des Marins Pêcheurs de Côte d'Ivoire
Ivory Coast	Syndicat des Travailleurs de la SOTRA (SYNTRAS)
Ivory Coast	Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)
Ivory Coast	Syndicat du Personnel du Port Autonome de San Pedro
Ivory Coast	Syndicat National des Agents de la SODEXAM (SYNADEXAM)
Jamaica	Bustamante Industrial Trade Union
Japan	All-Japan Federation of Transport Workers' Unions UNYU-ROREN
Japan	All-Japan Municipal Transport Workers' Union (TOSHIKO)
Japan	All-Japan Seamen's Union
Japan	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)
Japan	Japan Airlines Cabin Crew Union
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	Japan Railway Trade Unions' Confederation (JR-RENGO)
Japan	Medium and Small Union Group for Transport Workers
Japan	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)
Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)
Japan	National Railway Workers' Union (KOKURO)
Japan	Tourism and Air Cargo Section of the Japan Federation of Service & Tourism Industries Workers' Unions
Jordan	General Trade Union of Workers in Air Transport and Tourism
Jordan	General Union of Petroleum & Chemicals
Jordan	General Union of Port Workers
Jordan	General Union of Road and Mechanic Workers
Kazakhstan	Trade Union of Motor Transport and Highway Workers of Kazakhstan
Kenya	Aviation and Allied Workers Union
Kenya	Dockworkers' Union Kenya
Kenya	Kenya Long Distance Truck Drivers & Allied Workers Union
Kenya	Railway and Allied Workers' Union (RAWU)
Kenya	Seafarers Union of Kenya
Kiribati	Kiribati Islands Overseas Seamen's Union (KIOSU)
Kiribati	Kiribati Overseas Fishermen Union
Korea	Federation of Korean Seafarers' Unions (FKSU)
Korea	Federation of Korean Taxi Transport Workers' Unions
Korea	Korea Automobile and Transport Workers' Federation

Korea	Korea Expressway Corp. Labour Union
Korea	Korean Air Labour Union
Korea	Korean Federation of Port & Transport Workers' Unions
Korea	Korean Postal Workers' Union
Kosovo	Independent Trade Union of Traffic and Communication in Kosova
Kuwait	Civil Aviation Labor Union
Kuwait	Kuwait Ports Foundation Workers Union
Kuwait	Workers Union of Kuwait Airways & Subsidiaries
Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers of Kirgizia
Latvia	Latvian Railway and Transport Industry Trade Union
Latvia	Latvian Seafarers' Union of Merchant Fleet
Latvia	Latvian Trade Union of Public Services and Transport Workers LAKRS
Latvia	Udens Transporta Arodbiedribu Federacija (Water Transport Unions' Federation of Latvia)
Lebanon	Lebanese Cabin Crew Association
Lebanon	Syndicate of Middle East Airlines and Affiliate Companies
Lebanon	Union of Beirut Port Employees
Liberia	Dock Workers' Union of Liberia
Liberia	National Brotherhood of Teamsters Union of Liberia
Liberia	United Seamen, Ports and General Workers' Union of Liberia (USPOGUL)
Liberia	United Workers' Union of Liberia
Lithuania	Independent Dockers' Union
Lithuania	Lithuania Transport Federation (LTF)
Lithuania	Lithuanian Transport Workers' Federation
Lithuania	Lithuanian Seamen's Union
Luxembourg	Fédération Chrétienne du Personnel des Transports
Luxembourg	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)
Luxembourg	OGB-L (Onofhängege Gewerkschaftsbond Lëtzebuerg)
Macedonia (FYR)	Association of Independent Trade Unions of Personnel in Traffic
Macedonia (FYR)	FNSSM Trade Union of Transport Workers Federation in Macedonia
Macedonia (FYR)	Trade Union of Transport and Communications
Madagascar	Syndicat General Maritime de Madagascar
Malawi	Central East African Railway Workers' Union (CEARWU)
Malawi	Transport & General Workers' Union
Malaysia	Airod Employees Union
Malaysia	Malaysian Airline System Employees' Union (MASEU)
Malaysia	Malaysian Airlines System Executive Staff Association (MESA)
Malaysia	National Union of Seafarers of Peninsular Malaysia
Malaysia	Penang Port Workers' Union
Malaysia	The Railwaymen's Union of Malaya
Malaysia	Transport Workers' Union
Malaysia	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)
Maldives	Dhivehi Seafarers & Labour Union
Mali	La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali
Mali	Syndicat Autonome des Travailleurs de l'Aéronautique Civile (SYATAC)
Mali	Syndicat des Travailleurs du Rail
Mali	Syndicat National des Chauffeurs et Conducteurs Routiers
Mali	Syndicat National des Cheminots du Mali (SNCM)
Malta	General Workers' Union (GWU)
Mauritania	Fédération Nationale des Syndicats des Transports de Mauritanie (FNSTM)

Mauritania	Syndicat de la Navigation Aérienne des Travailleurs de l'ASECNA en Mauritanie
Mauritius	Airports of Mauritius Ltd Employees Union (AMLEU)
Mauritius	Government Services Employees Association
Mauritius	Maritime Transport & Port Employees' Union
Mexico	Alianza de Tranviarios de México
Mexico	Asociación Sindical de Pilotos Aviadores (ASPA)
Mexico	Asociación Sindical de Sobrecargos de Aviación de México (ASSA)
Mexico	Asociación Sindical 'Oficiales de Máquinas de la Marina Mercante Nacional'
Mexico	Orden de Capitanes y Pilotos Navales de la República Mexicana
Mexico	Sindicato de Maniobristas, Carretilleros Cargadores Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz
Mexico	Sindicato Nacional de Controladores de Transito Aero (SINACTA)
Mexico	Sindicato Nacional de Pilotos de Puerto
Mexico	Sindicato Unico de Trabajadores Democraticos del STC
Mexico	Union de Estibadores y Jornaleros del Puerto de Veracruz
Mexico	Unión de Marineros, Fogoneros, Motoristas Mayordomos, Cocineros, Similares y Conexos del Ramo Marítimo
Mexico	Union Nacional De Marineros, Fogoneros, Mayordomos, Cocineros, Camareros Y Similares De La República Mexicana.
Mongolia	Federation of Mongolian Railway Workers Trade Union
Mongolia	Mongolian Transport, Communication & Petroleum Workers' Union
Montenegro	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro
Morocco	Union des Syndicats UMT des Transports
Mozambique	Sindicato Nacional do Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)
Mozambique	Sindicato Nacional dos Trabalhadores da Industria Hoteleira, Turismo e Similares
Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro
Namibia	Namibian Transport and Allied Workers' Union (NATAU)
Nepal	Independent Transport Workers' Association of Nepal
Nepal	Nepal Rickshaw Puller Union
Nepal	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)
Netherlands	CNV Bedrijvenbond
Netherlands	FNV Bondgenoten
Netherlands	Nautilus International (NL)
Netherlands	Vakbond Van Nederlands Cabinpersoneel (VNC)
New Zealand	Aviation & Marine Engineers Association Incorporated
New Zealand	First Union (Inc)
New Zealand	Maritime Union of New Zealand
New Zealand	New Zealand Engineering Printing & Manufacturing Union Inc.
New Zealand	New Zealand Merchant Service Guild Industrial Union of Workers Inc.
New Zealand	Rail and Maritime Transport Union Inc.
New Zealand	The Flight Attendants & Related Services (NZ) Association
Nicaragua	Federación de Sindicatos de Trabajadores de Los Puertos y Similares
Nicaragua	Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto (SEPAPC)
Nicaragua	Sindicato de Trabajadores Independientes de Empresas Administradoras de Aeropuertos Internacionales
Nicaragua	Sindicato Nacional Héroes y Mártires del MTI

Niger	Fédération Nationale des Transports du Niger (FNTN)
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)
Niger	Syndicat des Contrôleurs Aériens du Niger
Niger	Syndicat National des Conducteurs de Taxis et Transport Urbain
Niger	Syndicat National des Conducteurs Routiers du Niger (SNCRN)
Niger	Syndicat National des Travailleurs Autonomes de l'économie Informelle du Niger
Niger	Syndicat Unique des Conducteurs de Taxis du Niger (SUCOTAN)
Nigeria	Air Transport Services Senior Staff Association (ATSSSAN)
Nigeria	Maritime Workers' Union of Nigeria
Nigeria	National Union of Air Transport Employees
Nigeria	National Union of Road Transport Workers
Nigeria	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association
Nigeria	Nigeria Union of Railway Workers
Nigeria	Senior Staff Association of Communications, Transport and Corporations (Nigerian Ports Authority Branch)
Nigeria	Authority Branch)
Norway	Det Norske Maskinistforbund
Norway	Fagforbundet
Norway	Fellesforbundet
Norway	Handel og Kontor i Norge
Norway	Industri Energi
Norway	Norsk Jernbaneforbund
Norway	Norsk Kabinforening (Norwegian Cabin Crew Union)
Norway	Norsk Lokomotivmannsforbund
Norway	Norsk Sjømannsforbund (Norwegian Seafarers Union)
Norway	Norsk Sjøofisersforbund
Norway	Norsk Transportarbeiderforbund
Norway	Parat - A Norwegian Trade Union
Norway	Yrkestrafikkforbundet
Pakistan	All Pakistan Civil Transport Workers' Union
Pakistan	Friend's Tally Workers Union (Karachi Port)
Pakistan	Karachi By Road Workers' Union
Pakistan	Karachi Dock Labour Board Staff Union
Pakistan	Karachi Harbour and Dock Workers' Union
Pakistan	Karachi International Container Terminal Ltd. Employees Union
Pakistan	Karachi Port Tally Staff Union
Pakistan	Karachi Port Trust Labour Union
Pakistan	Pakistan Airline Pilots Association
Pakistan	Pakistan Fishermen Union
Pakistan	Pakistan Merchant Navy Officers' Association
Pakistan	Pakistan Seamen's Union
Pakistan	People's Unity of PIA Employees
Pakistan	Railway Worker's Union (Open Line)
Palestine	General Union for Transport Workers
Palestine	Palestine Bus Drivers General Union
Panama	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos
Panama	Portuarios y Similares (FITTAMPS)
Panama	Sindicato de Trabajadores de Manzanillo International Terminal Panama, S.A.
Panama	Sindicato de Trabajadores de Servicios Marítimos, Remolcadores, Barcasas y Afines de Panamá
Panama	Panamá
Panama	Sindicato del Canal de Panamá y del Caribe

Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviación Civil y Similares de la Republica de Panama
Panama	Unión de Capitanes y Oficiales de Cubierta
Panama	Unión de Ingenieros Marinos (UIM)
Panama	Unión de Prácticos del Canal de Panamá (Panama Canal Pilots Union)
Panama	Unión Panameña de Aviadores Comerciales
Papua New Guinea	National Airline Employees' Association
Papua New Guinea	Papua New Guinea Maritime Workers Industrial Union
Paraguay	FETRAT - CNT - Trabajadores del Transporte
Paraguay	Sindicato Obreros Maritimos Unidos del Paraguay
Paraguay	Unión de Sindicatos de Trabajadores del Transporte (USTT)
Peru	Federacion de Conductores Interprovinciales y Afines del Peru
Peru	Federación Nacional de Trabajadores de la Empresa Nacional de Puertos (FENTENAPU)
Peru	Federacion Nacional de Trabajadores del Transporte del Perú
Peru	Sindicato de Pilotos Lan Peru S.A.
Peru	Sindicato de Tripulantes de Cabina de Lan Perú S.A
Peru	Sindicato Nacional de Marineros Mercantes del Perú
Peru	Sindicato Unico de Motoristas y Oficiales de Maquina de Pesca del Perú
Peru	Sindicato Único de Trabajadores Mar y Tierra de Imi del Perú SAC
Philippines	Associated Labor Union
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines
Philippines	National Confederation of Transportworkers Union (NCTU)
Philippines	Pambansang Tinig at Lakas sa Pantalan (PANTALAN)
Philippines	Philippine Airline Employees' Association - PALEA - TUCP
Philippines	Philippine Seafarers' Union, PSU (ALU-TUCP)
Philippines	Pinagkaisang Manggagawa sa Transportation (PMT) United Transport Workers' Unions
Philippines	Port Workers' Union of the Philippines (PWUP)
Poland	National Maritime Section NSZZ 'Solidarnosc'
Poland	National Road Transport Section "NSZZ Solidarnosc"
Poland	National Section of Port Workers - Nszz Solidarnosc
Poland	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów I Marynarzy)
Poland	Seamen's & Fishermen's Trade Unions Federation
Poland	Trade Union Workers of PKP Federation
Poland	Związek Zawodowy Personelu Pokładowego (Polish Cabin Crew Union)
Portugal	Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)
Portugal	Sindicato da Mestrança e Marinhagem de Camaras da Marinha Mercante
Portugal	Sindicato de Capitães e Oficiais da Marinha Mercante - SINCOMAR
Portugal	Sindicato dos Capitães, Oficiais Pilotos, Comissários e Engenheiros da Marinha Mercante (OFICIAISMAR)
Portugal	Sindicato dos Engenheiros da Marinha Mercante (SEMM)
Portugal	Sindicato dos Quadros da Aviação Comercial
Portugal	Sindicato dos Técnicos de Handling de Aeroportos
Portugal	Sindicato dos Técnicos de Manutencao de Aeronaves (SITEMA)
Portugal	Sindicato Nacional do Pessoal de Vôo da Aviação Civil - SNPVAC
Romania	Federatia Nationala a Sindicatelor Portuare (FNSP)
Romania	Federatia Nationala Feroviara Miscare Comercial (National Railway Federation)

Romania	Federatia Sindicala Nationala " NAVIGATORUL" (National Union Federation "The Navigator")
Romania	Federatia Sindicala Transloc
Romania	Federatia Sindicatelor Transportatorilor Feroviari din Romania (Romanian Railway Transporters Trade Union Federation)
Romania	Romanian Seafarers' Free Union
Romania	STAR Federation
Romania	Tarom National Technical Trade Union
Romania	Uniunea Sindicatelor Libere Metrou si Aviatie Civila (Free Trade Union of Metro and Aviation Workers)
Russia	Aviation Radar, Radionavigation and Communication Workers' Union of Russia
Russia	Aviation Workers Union of Russia
Russia	Communication Workers' Union of Russia
Russia	Dockers' Union of Russia
Russia	Fishing Industry Workers' Union
Russia	Motor Transport & Road Workers' Union of Russia
Russia	Seafarers & Maritime Workers' Union of Western Russia
Russia	Seafarers' Union of Russia
Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia
Rwanda	Association des Chauffeurs des Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (CESTRAR)
Senegal	Fédération des Transports de l'UDTS
Senegal	Syndicat Autonome des Travailleurs du Port Autonome de Dakar
Senegal	Syndicat Democratique des Techniciens du Senegal
Senegal	Syndicat des Travailleurs des Transports Routiers du Senegal CNTS-FC
Senegal	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)
Senegal	Syndicat National des Travailleurs du Petit Train de Banlieue. SA
Senegal	Syndicat Unique des Transports Aériens du Sénégal (SUTAS)
Serbia	Port and Dock workers Union of Serbia
Serbia	Public Service Workers Trade Union "NEZAVISNOST"
Serbia	Rail Trade Union
Serbia	Serbian Cabin Crew Union
Serbia	Trade Union of Railwaymen of Serbia
Serbia	Trade Union of River, Sea and Lake Transport of Serbia
Sierra Leone	Sierra Leone Seamen's Union
Singapore	National Transport Workers' Union
Singapore	Port Officers' Union
Singapore	Singapore Maritime Officers' Union (SMOU)
Singapore	Singapore Organisation of Seamen (SOS)
Singapore	Singapore Port Workers' Union
Slovakia	Slovak Air Traffic Safety Electronics Association
Slovenia	Seamen's Union of Slovenia
Slovenia	Sindikat Strojvodij Slovenije (SSSLO)
Slovenia	Sindikat Zeleznicarjev Slovenije
Slovenia	Sindikat Zelezniskega Transporta Slovenije (Railway Transport Workers' of Slovenia)
Slovenia	Sindikat Zerjavistov Pomorskih Dejavnosti Luka Koper (Union of Crane Operators of Port of Koper)
Slovenia	Trade Union of Railway Surveyors of Slovenia (Sindikat Vozovnih Preglednikov Slovenije)
Solomon Islands	Solomon Islands National Union of Workers
South Africa	South African Transport & Allied Workers' Union (SATAWU)

South Africa	UASA - The Union
Spain	ELA-hainbat
Spain	Federación de Servicios a la Ciudadanía de CCOO
Spain	Federacion Estatal de Transportes Comunicaciones y Mar - UGT
Spain	FGAMT (Federacion Galega de Alimentación, Mar, Téxtil, Transporte e Comunicaci3ns)
Spain	Spanish Cabin Crew Union SITCPLA
Spain	Unión Sindical Obrera Sector Transporte Aereo (USO-STA)
Sri Lanka	Flight Attendants Union
Sri Lanka	Independent Port Employees' Union
Sri Lanka	Jathika Sevaka Sangamaya
Sri Lanka	National Union of Seafarers Sri Lanka
Sri Lanka	Private Transport Workers Union
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya
Sri Lanka	The Ceylon Mercantile, Industrial & General Workers' Union (CMU)
St. Lucia	National Workers' Union
St. Lucia	St Lucia Seamen, Waterfront and General Workers' Trade Union
Swaziland	Swaziland Transport & Allied Workers' Union
Sweden	Fackförbundet ST
Sweden	LEDARNA
Sweden	SEKO Facket för Service Och Kommunikation
Sweden	Sjöbefälsföreningen
Sweden	Svenska Kommunalarbetareförbundet
Sweden	Svenska Transportarbetareförbundet
Sweden	UNIONEN
Switzerland	KAPERS Cabin Crew Union
Switzerland	Nautilus International (Switzerland)
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste
Switzerland	SEV - Gewerkschaft des Verkehrspersonal
Switzerland	UNIA
Taiwan	China Airlines Employees' Union
Taiwan	Chinese Federation of Railway Workers' Unions
Taiwan	National Chinese Seamen's Union (NCSU)
Taiwan	Taipei Travel Labour Union
Taiwan	Taiwan Dock Workers' Federation
Tanzania	Communication & Transport Workers' Union of Tanzania - COTWU (T)
Tanzania	Communication and Transport Workers' Union of Zanzibar (COTWU ZNZ)
Tanzania	Dock Workers Union of Tanzania
Tanzania	Tanzania Railway Workers' Union
Tanzania	Tanzania Seafarers' Union
Tanzania	Zanzibar Seafarers Union
Thailand	Aerothai State Enterprise Union
Thailand	Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)
Thailand	Bangkok Mass Transit Authority State Enterprise Workers' Union
Thailand	State Enterprise Labour Union of Expressway and Rapid Transit Authority of Thailand (LU-ETA)
Thailand	State Railway Workers' Union of Thailand (SRUT)
Thailand	Thai Airways International Union
Thailand	Thai Seafarer Association
Thailand	Tourism Authority of Thailand State Enterprise Employee Union
Thailand	Transport Company Ltd State Enterprise Employees' Union (TRAN-U)



Thailand	Transport Workers' Union of Thailand
Thailand	Transportation and Export Service Trade Union
Timor-Leste	Sindikatu Maritima, Energia no Transporte Timor-Leste
Togo	Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)
Togo	Syndicat des Gens de Mer du Togo
Togo	Syndicat des Professionnels Routiers du Togo (SYPROTO)
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)
Togo	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)
Togo	Syndicat National des Conducteurs des Hydrocarbures du Togo
Togo	Syndicat National des Dockers du Togo
Togo	Syndicat National des Transitaires Mandataires du Togo (SYNATRAM)
Togo	Union des Routier du Togo
Tonga	Friendly Island Seafarer's Union Incorporated
Trinidad	Seamen & Waterfront Workers' Trade Union
Tunisia	Federation Generale des Ports et Dockers
Tunisia	Fédération Nationale des Chemins de Fer Tunisien
Tunisia	Fédération Nationale des Transports
Tunisia	Syndicat Generale de la Marine Marchande et des Ports
Turkey	Birlesik Tasimacilik Çalışanlari Sendikasi (BTS) (United Transport Workers' Union)
Turkey	Deniz Çalışanlari Dayanisma Dernegi (DAD-DER) Marine Employees' Solidarity Association (MESA)
Turkey	National Port and Land Stevedores Union of Turkey (LIMAN-IS)
Turkey	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)
Turkey	Turkish Civil Aviation Union Hava-Is
Turkey	Türkiye Denizciler Sendikasi (Seafarers' Union of Turkey)
Turkey	Türkiye Motorlu Tasit İşçileri Sendikasi (TÜMTİS)
Tuvalu	Tuvalu Overseas Seamen's Union (TOSU)
Uganda	Amalgamated Transport and General Workers' Union
Uganda	Uganda Railway Workers' Union
Ukraine	Fishery Workers Trade Union of Ukraine
Ukraine	Marine Transport Workers' Trade Union of Ukraine
Ukraine	Trade Union of Railway Workers and Transport Constructors of Ukraine
Ukraine	Ukrainian Marine Trade Unions' Federation
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)
Uruguay	Unión de Capitanes y Oficiales de la Marina Mercante (UCOMAR)
Uruguay	Union de Trabajadores del Transporte Maritimo Aereo Terrestre y Afines
USA	Amalgamated Transit Union
USA	American Federation of State, County and Municipal Employees
USA	American Maritime Officers (AMO)
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)
USA	Association of Professional Flight Attendants
USA	Communications Workers of America
USA	International Association of Machinists & Aerospace Workers (IAM)
USA	International Brotherhood of Teamsters (IBT)
USA	International Longshore and Warehouse Union (ILWU)
USA	International Longshoremen's Association (ILA) AFL-CIO
USA	International Organisation of Masters, Mates & Pilots

USA	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
USA	National Air Traffic Controllers' Association
USA	National Marine Engineers' Beneficial Association
USA	Professional Airways System Specialist (PASS)
USA	Seafarers' International Union of North America (SIU)
USA	Service Employees' International Union
USA	Transport Workers' Union of America
USA	Transportation Communications International Union (TCU)
USA	UNITE HERE
Uzbekistan	Aviation Workers' Trade Union of Uzbekistan
Vanuatu	Vanuatu National Workers Union Syndicat National de Vanuatu
Venezuela	Federacion de Trabajadores Ferroviarios de Venezuela (FENTRAFEVE)
Venezuela	Sindicato Nacional Unión Universal de Marineros Mercantes de Venezuela, Afines y Conexos
Yemen	General Union for Telecommunication and Transport Workers
Yemen	Yemeni Aviation Engineers Syndicate
Zambia	Airways and Allied Workers' Union of Zambia
Zambia	National Union of Transport and Allied Workers (NUTAW)
Zambia	Railway Workers' Union of Zambia
Zambia	Zambia Bus and Taxi Workers' Union
Zimbabwe	National Airways Workers' Unions (NAWU)
Zimbabwe	Transport and General Workers' Union
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union

**714 Affiliates in 153 countries**

# GENERAL FUND

(see notes 13 to 18)

	£	£
<b>INCOME</b>		
<b>From Members:</b> Contributions and Subscriptions		4,724,977
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		4,724,977
<b>Investment income (as at page 12)</b>		2,191
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)	474,398	
Income from any other sources (as at page 4)	(41,044)	
<b>Total of other income (as at page 4)</b>		433,354
		<b>TOTAL INCOME</b>
		5,160,522
<b>EXPENDITURE</b>		
<b>Benefits to members (as at page 5)</b>		
<b>Administrative expenses (as at page 10)</b>		
<b>Federation and other bodies (specify)</b>		5,665,025
Education Projects	474,398	
Grants to ITUC/council of global trade unions/others	31,788	
Transfer to Congress	250,000	
Project advances written (back)/off	(18,227)	
Affiliation fees written off	419,644	
<b>Total expenditure Federation and other bodies</b>		1,157,603
<b>Taxation</b>		
		<b>TOTAL EXPENDITURE</b>
		6,822,628
Surplus (deficit) for year		(1,662,106)
Amount of general fund at beginning of year		(591,313)
Amount of general fund at end of year		(2,253,419)

# ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
<b>Federation and other bodies</b>		
Education projects donor funding	474,398	
<b>TOTAL FEDERATION AND OTHER BODIES</b>		474,398
<b>Other income</b>		
Misc.	38,442	
Foreign Exchange Loss	(79,486)	
<b>TOTAL OTHER INCOME</b>		(41,044)
<b>TOTAL OF ALL OTHER INCOME</b>		433,354

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

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

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Seafarers' International Assistance, Welfare	£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		1,025,640
	Other income (specify) Rent receivable	140,000	
	Donor Funded - Fisheries Project	60,317	
	Misc.	400	
	Gain on disposal of fixed assets	50	
	Gain on Investments	2,435,758	
	Welfare contributions	34,115,425	
	Foreign exchange gains/(losses)	(1,357,526)	
	<b>Total other income as specified</b>		35,394,424
	<b>Total Income</b>		36,420,064
<b>Expenditure</b>			
	Benefits to members		373,199
	Administrative expenses and other expenditure (as at page 10)		29,293,178
	Fees, advances & union balances written off / prov		358
	<b>Total Expenditure</b>		29,666,735
	<b>Surplus (Deficit) for the year</b>		6,753,329
	<b>Amount of fund at beginning of year</b>		73,668,151
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		80,421,480
	<b>Number of members contributing at end of year</b>		

FUND 3		Fund Account	
Name:	International Solidarity	£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify) - Donations received		3,124
	<b>Total other income as specified</b>		3,124
	<b>Total Income</b>		3,124
<b>Expenditure</b>			
	Benefits to members		5,190
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		5,190
	<b>Surplus (Deficit) for the year</b>		(2,066)
	<b>Amount of fund at beginning of year</b>		41,547
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		39,481
	<b>Number of members contributing at end of year</b>		

(See notes 24 and 25)

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

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

(See notes 24 and 25)

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

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



(see notes 26 to 31)

<b>POLITICAL FUND ACCOUNT 1</b>		<b>To be completed by trade unions which maintain their own fund</b>	
		£	£
<b>Income</b>	Members contributions and levies		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount 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	

<b>POLITICAL FUND ACCOUNT 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
		£	£
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political 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)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		8,867,857
Salaries and Wages included in above	£ 5,538,936	
Auditors' fees		82,449
Legal and Professional fees		1,087,838
Occupancy costs		1,043,823
Stationery, printing, postage, telephone, etc.		317,930
Expenses of Executive Committee (Head Office)		191,362
Expenses of conferences		2,783,727
Other administrative expenses (specify) General Expenses		38,986
Publications and public relations		1,368,521
Regional offices		3,173,758
Inspectorate representation		10,954,239
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		725,304
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify) Pension scheme adjustments		1,594,999
Gift aid to ITF Seafarers' Trust		1,000,000
Contributions to the IBF		1,727,410
	<b>Total</b>	34,958,203
Charged to:	General Fund (Page 3)	5,665,025
	Welfare Fund (Account2)	29,293,178
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
	<b>Total</b>	34,958,203

# ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contributions s £	Benefits		Total £
				Description	Value £	
General Secretary	112,163	13,259	19,500			144,922

# ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			36,710
Dividends (gross) from:			
Equities (e.g. shares)			678,247
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			312,874
Other investment income (specify)			
			1,027,831
		Total investment income	1,027,831
		Credited to:	
		General Fund (Page 3)	2,191
		Fund (Account 2)	1,025,640
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Fund (Account )	
		Political Fund	
		Total Investment Income	1,027,831

# BALANCE SHEET as at 31 December 2012

(see notes 47 to 50)

Previous Year		£	£
	<b>Fixed Assets</b> (at page 14)		6,295,804
	<b>Investments</b> (as per analysis on page 15)		
	Quoted (Market value £ 36,396,356)		36,396,356
	Unquoted		
	<b>Total Investments</b>		42,692,160
	<b>Other Assets</b>		
	Loans to other trade unions		
	Sundry debtors		7,342,581
	Cash at bank and in hand		42,205,508
	Income tax to be recovered		58,947
	Stocks of goods		
	Others (specify)		
	<b>Total of other assets</b>		49,607,036
	<b>TOTAL ASSETS</b>		92,299,196
	General Fund (Account 1)		(2,253,419)
	Welfare Fund (Account 2)		80,421,480
	Solidarity Fund (Account 3)		39,481
	Congress Fund (Account 4)		500,000
	Political Fund (Account )		
	Revaluation Reserve		
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
	Sundry creditors		6,085,264
	Accrued expenses		
	Provisions		
	Other liabilities – Pension Scheme		7,506,390
	<b>TOTAL LIABILITIES</b>		13,591,654
	<b>TOTAL ASSETS</b>		92,299,196

## FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
<b>Cost or Valuation</b>						
At start of year	6,514,922		10,244,848	517,290		17,277,060
Additions	1,193,864		334,689	18,143		1,546,696
Disposals			(8,614,939)	(517,290)		(9,132,229)
Revaluation/Transfer s						
At end of year	7,708,786		1,964,598	18,143		9,691,527
<b>Accumulated Depreciation</b>						
At start of year	1,772,611		9,512,747	517,290		11,802,648
Charges for year	154,176		565,080	6,048		725,304
Disposals			(8,614,939)	(517,290)		(9,132,229)
Revaluation/Transfer s						
At end of year	1,926,787		1,462,888	6,048		3,395,723
<b>Net book value at end of year</b>						
Net book value at end of year	5,781,999		501,710	12,095		6,295,804
<b>Net book value at end of previous year</b>						
Net book value at end of previous year	4,742,311		732,100	-		5,474,411

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund  £
Equities (e.g. Shares)	27,215,799	
Government Securities (Gilts)	9,180,557	
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	36,396,356	
Market Value of Quoted Investment	36,396,356	
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)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		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 £
<b>INCOME</b>			
From Members	4,724,977		4,724,977
From Investments	1,027,831		1,027,831
Other Income (including increases by revaluation of assets)	35,830,903		35,830,903
<b>Total Income</b>	41,583,711		41,583,711
<b>EXPENDITURE</b> (including decreases by revaluation of assets)	36,244,554		36,244,554
<b>Total Expenditure</b>	36,244,554		36,244,554
<b>Funds at beginning of year</b> (including reserves)	73,368,385		73,368,385
<b>Funds at end of year</b> (including reserves)	78,707,542		78,707,542
<b>ASSETS</b>			
Fixed Assets			6,295,804
Investment Assets			36,396,356
Other Assets			49,607,036
		<b>Total Assets</b>	92,299,196
<b>LIABILITIES</b>		<b>Total Liabilities</b>	13,591,654
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			78,707,542

# 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

## International Transport Workers' Federation

### Notes to the Financial Statements

#### 2. Investment Income

	General Fund	Welfare Fund	Total 2012	Total 2011
	£	£	£	£
Interest and dividends	2,191	988,930	991,121	759,710
Realised investment gains/ (losses)	-	-	-	-
	2,191	988,930	991,121	759,710

#### 3. Gift aid

Gift aid in favour of the ITF Seafarers' Trust (a registered charity)	-	1,000,000	1,000,000	1,100,000
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#### 4. Headquarters staff costs

	£	£	£	£
Salaries	3,201,627	2,337,309	5,538,936	5,228,074
Staff benefits and ex-gratia payments	38,708	1,426,581	1,465,289	202,409
Social security	333,173	209,643	542,816	503,260
Pension and employee insurance contributions	247,809	969,481	1,217,290	1,048,306
Staff training and recruitment	31,360	145,166	176,526	245,070
	3,852,677	5,088,180	8,940,857	7,227,118
Salaries costs recharged from General Fund	(2,207,000)	2,207,000	-	-
Charge to ITF Seafarers' Trust	(73,000)	-	(73,000)	(68,000)
	1,572,677	7,295,180	8,867,857	7,159,118

#### Mutually Agreed Departure Package

Staff benefits and ex gratia payments include compensation and pay in lieu of notice of £1.13million and Pension and employee contributions contain pension augmentations of £94k arising from the Mutually Agreed Departure Package

	£	£	£	Restated £
5. Headquarters running costs				
Rent, rates, services and building maintenance	140,008	514,677	654,685	728,871
Computer systems maintenance	16,841	372,297	389,138	420,454
Stationery and office supplies	3,027	59,447	62,474	102,081
Data communications, telephone and postage	29,490	225,966	255,456	295,703
	189,366	1,172,387	1,361,753	1,547,109

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.

	£	£	£	Restated £
6. Meetings, conferences and activities				
Fares	313,823	670,171	983,994	892,680
Hotel and subsistence	261,504	548,605	810,109	889,486
Translations	160,443	101,605	262,048	291,202
Invitations and hospitality	14,557	58,641	73,198	67,781
Interpretation	142,582	86,730	229,312	192,679
Other meeting costs	90,311	266,096	356,407	263,881
Week of Action Costs	-	260,022	260,022	158,347
	983,220	1,991,870	2,975,090	2,756,056

	General Fund	Welfare Fund	Total 2012	Total 2011
	£	£	£	£
<b>7. Publications and public relations</b>				
Publication subscriptions	17,384	352,254	369,638	328,783
Printing and Production	19,477	121,674	141,151	226,976
Library purchases	298	8,535	8,833	5,761
Graphic design and creative	31,159	34,962	66,121	36,473
Despatching costs	1,782	33,643	35,425	127,062
Other publications and research	230,134	417,597	647,731	638,014
Audio Visual	25,488	14,980	40,468	22,341
Promotional material	19,227	39,9287	59,154	19,465
	<u>344,949</u>	<u>1,023,572</u>	<u>1,368,521</u>	<u>1,404,876</u>

	£	£	£	Restated £
<b>8. Regional offices</b>				
Africa: Nairobi	447,997	77,080	525,077	369,312
Ouagadougou	103,457	5,032	108,489	138,729
Arab World: Amman	189,960	71,965	261,925	391,871
Asia Pacific: Delhi	280,003	67,566	347,569	452,023
Tokyo	207,266	106,256	313,522	342,291
Sydney	2,390	222,078	224,468	211,693
Americas: Rio de Janeiro	619,766	214,110	833,876	783,650
Russia: Moscow	20,292	-	20,292	66,396
Europe: ETF	195,668	342,870	538,538	515,054
	<u>2,066,799</u>	<u>1,106,959</u>	<u>3,173,758</u>	<u>3,271,019</u>

	£	£	£
<b>9. Inspectorate representation (Welfare Fund)</b>			
Salaries		7,769,223	7,769,223
Hotel and travel		1,152,611	1,152,611
Office and other costs		1,166,818	484,313
		<u>10,088,652</u>	<u>10,088,652</u>
Inspectorate development		865,587	340,818
		<u>10,954,239</u>	<u>10,954,239</u>

	£	£	£	£
<b>10. Legal and professional fees</b>				
Audit and accountancy fees	19,557	62,891	82,449	72,300
General legal fees	-	319,494	319,494	365,337
Other professional fees	107,290	661,054	768,344	393,032
	<u>126,847</u>	<u>1,043,439</u>	<u>1,170,286</u>	<u>830,669</u>

Other professional fees contain £136,000 in connection with the Mutually Agreed Departures package.

	£	£	£	£
<b>11. Provisions for fees, advances and union account balances</b>				
(Provisions released)/amounts written back in year	(18,227)	358	(17,869)	(720,395)
	<u>(18,277)</u>	<u>358</u>	<u>(17,869)</u>	<u>(720,395)</u>

## 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.

	General Fund	Welfare Fund	Total 2012	Total 2011
	£	£	£	£
<b>12. Special Projects</b>				
International Seafarers' Union Development Programme	-	-	-	1,138
<b>13. General Expenses</b>				<b>Restated</b>
	£	£	£	£
Bank charges and interest	28,474	52,126	80,600	46,309
Investment management fees rebated	-	(72,109)	(72,109)	(109,743)
General expenses	6,884	23,611	30,495	130,153
	35,358	3,628	38,986	66,719

During 2012 Investment management fees of £91,246 (2011 65,727) were charged directly to the investment portfolios

## 14. Tangible fixed assets (Welfare Fund)

	Freehold Property	Furniture and equipment	Computer Systems	Motor Vehicles	Total
	£	£	£	£	£
<b>Cost</b>					
1 January 2012	6,514,922	727,081	9,517,767	517,290	17,277,060
Additions	1,193,864	-	334,689	18,143	1,546,696
Disposals	-	(667,290)	(7,947,649)	(517,290)	(9,132,229)
<b>31 December 2012</b>	7,708,786	59,791	1,904,807	18,143	9,691,527
<b>Depreciation</b>					
1 January 2012	1,772,611	694,107	8,818,639	517,290	11,802,648
Charge for the year	154,176	19,598	545,483	6,048	725,304
Disposals	-	(667,290)	(7,947,649)	(517,290)	(9,132,229)
<b>31 December 2012</b>	1,926,787	46,415	1,416,473	6,048	3,395,723
<b>Net book value</b>					
<b>31 December 2012</b>	5,781,999	13,375	488,334	12,095	6,295,804
<b>31 December 2011</b>	4,742,311	32,973	699,127	-	5,474,411

During the year new freehold premises were purchased in Nairobi, Amman and Rio de Janeiro.

Disposals represent the cost and accumulated depreciation of fully depreciated assets which have now been retired from the financial records.

<b>15. Investments (Welfare Fund)</b>	<b>Year ended 31<sup>st</sup> December 2012</b>	<b>Year ended 31<sup>st</sup> December 2011</b>
<b>Cost</b>	<b>£</b>	<b>£</b>
Government and guaranteed stocks	9,040,707	3,579,905
Equities and property unit trusts	23,741,007	23,478,250
	<hr/>	<hr/>
	32,781,714	27,058,155
Add revaluation reserve	3,614,642	1,196,575
Market Valuation at 31 December 2012	<hr/>	<hr/>
	36,396,356	28,254,730

<b>16. Debtors</b>	<b>General Fund £</b>	<b>Welfare Fund £</b>	<b>Total 2012 £</b>	<b>Total 2011 £</b>
Amounts owed by affiliated unions:				
Affiliation fees	1,021,502	-	1,021,502	1,506,870
Other	-	2,297,830	2,297,830	2,057,782
Inter fund	4,563,657	(4,563,657)	-	547
Amounts owed by Seafarers' Rights International	-	-	-	114,417
Amounts owed by Seafarers' Trust	484,318	3,127,102	3,611,421	3,084,100
Income tax recoverable	-	58,947	58,947	117,417
Advances and debtors	235,176	176,653	411,829	267,403
	<hr/>	<hr/>	<hr/>	<hr/>
	6,304,652	1,096,876	7,401,528	7,148,536

Affiliation fees due are stated net of provision of £908,085 (2011: £836,000).

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 £3 million which is repayable on demand

<b>17. Creditors: due within one year</b>	<b>General Fund £</b>	<b>Welfare Fund £</b>	<b>Total 2012 £</b>	<b>Restated Total 2011 £</b>
Creditors and advances	1,800,614	2,135,396	3,936,010	2,855,501
Accrued expenses	10,800	2,138,454	2,149,254	1,081,574
Taxation	-	-	-	89
	<hr/>	<hr/>	<hr/>	<hr/>
	1,811,414	4,273,850	6,085,264	3,937,163

#### **18. Prior Year adjustments**

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 is unclaimed back pay recovered on behalf of seafarers and many of the balances date back decades. Following a technical review of the balances the ITF believes that it is 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. The balances have therefore been removed from the Balance sheet as at 31 December 2012 and the prior year Balance sheet restated to reflect this change. There is no effect on the net assets of the ITF. Notes 17, 22 and 23 have been restated. Certain prior year expenditure figures in notes 5, 6, 8 and 13 have been restated to reflect more accurate analysis of the category of expenditure they related to.

<b>19. Solidarity Fund</b>	<b>General Fund</b>	<b>Welfare Fund</b>	<b>Total 2012</b>	<b>Total 2011</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Balance at 1 January</b>	41,547	-	41,547	50,017
Receipts	3,124	-	3,124	-
Grant paid	(5,190)	-	(5,190)	(8,470)
<b>Balance at 31 December 2012</b>	<b>39,481</b>	<b>-</b>	<b>39,481</b>	<b>41,547</b>

#### **20. Congress Fund**

<b>Balance at 1 January</b>	250,000	-	250,000	-
Transfer from Income and Expenditure Account	250,000	-	250,000	250,000
Congress expenditure	-	-	-	-
<b>Balance at 31 December 2012</b>	<b>500,000</b>	<b>-</b>	<b>500,000</b>	<b>250,000</b>

<b>21. Reconciliation of net surplus to net cash flow from operating activities</b>	<b>Year ended 31<sup>st</sup> December 2012</b>	<b>Year ended 31<sup>st</sup> December 2011</b>
	<b>£</b>	<b>£</b>
Net surplus	4,498,398	8,172,479
Depreciation charge	725,304	615,251
Pension scheme special payments and adjustments (FRS 17):		
Contributions paid	(1,170,982)	(832,566)
Current service cost charged to expenditure	1,241,000	1,039,000
Investment income net of charges included in unit price of investments	5,425	(3,569)
Realised gain on sale of investments	-	-
Investment income	(991,121)	(759,710)
Rental income	(176,710)	(178,923)
(Increase) in debtors	(252,993)	(54,621)
Increase/(decrease) creditors	2,148,101	(2,339,294)
<b>Net cash inflow from operating activities</b>	<b>6,026,422</b>	<b>5,658,047</b>

#### **22. Analysis of changes in cash during the year**

	<b>£</b>	<b>£</b>
Balance at 1 January 2012	42,269,244	36,683,931
(Decrease)/increase in cash	(63,737)	5,585,313
<b>Balance at 31 December 2012</b>	<b>42,205,507</b>	<b>42,269,244</b>

### 23. Analysis of cash as shown in the balance sheet

	£	Restated £
Cash at bank	41,991,826	42,056,347
Cash held by investment managers	213,681	212,897
<b>Balance at 31 December 2012</b>	<b>42,205,508</b>	<b>42,269,244</b>

### 24. Tax on ordinary activities

	£	£
UK tax (credit)/charge	-	-
Profit on ordinary activities multiplied by standard rate of UK tax	1,267,788	877,998
Non taxable income net of unrelieved operating losses	(1,355,954)	(2,134,640)
Disallowable expenditure	(582,831)	446,090
Non-trade charge unutilised	244,973	135,506
Pension scheme adjustments	390,730	675,046
Movement in deferred tax not recognised	35,294	-
<b>Actual tax credit</b>	<b>-</b>	<b>-</b>

### 25. Analysis of net assets between funds

	Congress Fund	General Fund	International Solidarity Fund	Welfare Fund	Total ITF 2012
	£	£	£	£	£
Fixed assets	-	-	-	6,295,804	6,295,804
Investments	-	-	-	36,396,356	36,396,356
Cash held by investment managers	-	-	-	213,682	213,682
Cash	-	2,904,695	-	39,087,131	41,991,826
Debtors	-	1,740,995	-	5,660,533	7,401,528
Creditors	-	(1,811,414)	-	(4,273,850)	(6,085,264)
Inter fund balances	500,000	(3,483,140)	39,481	2,943,659	
Pension provision	-	(1,604,555)	-	(5,901,835)	(7,506,390)
	<u>500,000</u>	<u>(2,253,419)</u>	<u>39,481</u>	<u>80,421,480</u>	<u>78,707,542</u>

### 26. Capital commitments

On 14th December 2012, the International Transport Workers' Federation had issued a letter of intent to enter into a contract to refit the conference facilities situated on the fourth floor of ITF House in London for the sum of £1,424,514 plus value added tax of £284,903.



## 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 2012 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:**

	<b>2012</b>	<b>2011</b>
	<b>£'000</b>	<b>£'000</b>
Present value of funded obligations	(33,838)	(28,782)
Fair value of plan assets	26,331	22,941
	<hr/>	<hr/>
Amounts in the balance sheet	(7,507)	(5,841)
Liabilities	(7,507)	(5,841)
	<hr/>	<hr/>
<b>Net liability</b>	<b>(7,507)</b>	<b>(5,841)</b>
	<hr/>	<hr/>
Attributable to General Fund (21%)	(1,605)	(1,243)
Attributable to Welfare Fund (79%)	(5,902)	(4,598)
	<hr/>	<hr/>
	<b>(7,507)</b>	<b>(5,841)</b>

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

	<b>2012</b>	<b>2011</b>
	<b>£'000</b>	<b>£'000</b>
Opening defined benefit obligation	28,782	25,231
Service cost	1,174	1,039
Interest cost	1,424	1,325
Employee contributions	233	193
Post service cost	67	-
Actuarial loss	3,054	1,736
Benefits paid	(896)	(742)
	<hr/>	<hr/>
<b>Defined benefit obligation at end of year</b>	<b>33,838</b>	<b>28,782</b>

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

	<b>2012</b>	<b>2011</b>
	<b>£'000</b>	<b>£'000</b>
Opening fair value of scheme assets	22,941	22,144
Expected return on assets	1,368	1,453
Actuarial gain/(loss)	1,515	(940)
Employer contributions	1,170	833
Employee contributions	233	193
Benefits paid	(896)	(742)
	<hr/>	<hr/>
<b>Fair value of scheme assets at year end</b>	<b>26,331</b>	<b>22,941</b>

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

	<b>2012</b>	<b>2011</b>
	<b>£'000</b>	<b>£'000</b>
Current service cost	(1,174)	(1,039)
Past service cost	(67)	-
Expected return on scheme assets	1,368	1,453
Interest on pension liabilities	(1,424)	(1,325)
	<hr/>	<hr/>
<b>Total amount charged within operating surplus</b>	<b>(1,297)</b>	<b>(911)</b>
Actuarial losses	(1,539)	(2,676)
	<hr/>	<hr/>
<b>Total amount charged to Income and Expenditure Account</b>	<b>(2,836)</b>	<b>(3,587)</b>
	<hr/>	<hr/>
Attributable to General Fund	(579)	(777)
Attributable to Welfare Fund	(2,257)	(2,810)
	<hr/>	<hr/>
	<b>(2,836)</b>	<b>(3,587)</b>

The ITF expects to contribute £1 million to its defined benefit pension scheme in 2013.

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

	<b>2012</b>	<b>2011</b>
Equities	59%	58%
Bonds	16%	10%
Gilts	5%	11%
Property	4%	4%
Cash	1%	0%
Other assets	15%	17%

The overall expected return on assets assumption of 6.2% as at 31 December 2012 (2011 5.90%) 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
- Equities, FTSE All Share net dividend yield, plus RPI, plus an allowance for future dividend growth of 1.5% pa less a deduction of 0.5% pa for management expenses
- Property, as per equity return assumption
- Cash, current Bank of England base rate
- Other assets (including secured annuities), in line with the assumed discount

	<b>2012</b>	<b>2011</b>
	<b>£'000</b>	<b>£'000</b>
The actual return on scheme assets in the year	2,883	513

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

	2012	2011
Discount rate	4.40%	4.90%
Expected rate of return on scheme assets	5.90%	6.52%
Rate of inflation (CPI)	2.25%	2.10%
Rate of inflation (RPI)	3.00%	3.10%
Rate of increase in salaries	4.50%	4.60%
Rate of increase for deferred pensioners	2.25%	2.10%
Rate of increase of pensions in payment:		
- at RPI up to 5% pa	2.90%	3.00%
- at RPI up to 4% pa	2.80%	2.90%

Proportion of employees opting for early retirement

100% of active members at age 60

Life expectancy	Year Ended 31/12/2012		Year Ended 31/12/2011	
	Male	Female	Male	Female
Life expectancy for someone aged 65 in 2012	23.7 years	24.8 years	23.7 years	24.8 years
Life expectancy at age 65 for someone aged 45 in 2012	25.1 years	26.3 years	25.1 years	26.3 years

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

	2012 £'000	2011 £'000	2010 £'000	2009 £'000	2008 £'000
Defined benefit obligation	(33,838)	(28,782)	(25,231)	(22,428)	(17,544)
Scheme assets	26,331	22,941	22,144	19,385	15,895
(Deficit)	(7,507)	(5,841)	(3,087)	(3,043)	(1,649)
Gains/(losses) on scheme liabilities:					
Due to experience	-	676	-	639	430
Due to change of basis	(3,054)	(2,412)	(1,132)	(4,335)	2,751
Experience gains/(losses) on scheme assets	1,515	(940)	1,025	1,953	(4,757)

# 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.

<p>Secretary's Signature:  <b>GENERAL SECRETARY</b></p> <p>Name: <u>DAVID COCKROFT</u></p> <p>Date: <u>7 June 2013</u></p>	<p>Chairman's Signature: <u>Theresa Broome</u> <b>FINANCE OFFICER</b></p> <p>(or other official whose position should be stated)</p> <p>Name: <u>THERESA BROOME</u></p> <p>Date: <u>7 June 2013</u></p>
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## 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 checked="" type="checkbox"/>	TO FOLLOW	<input 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.

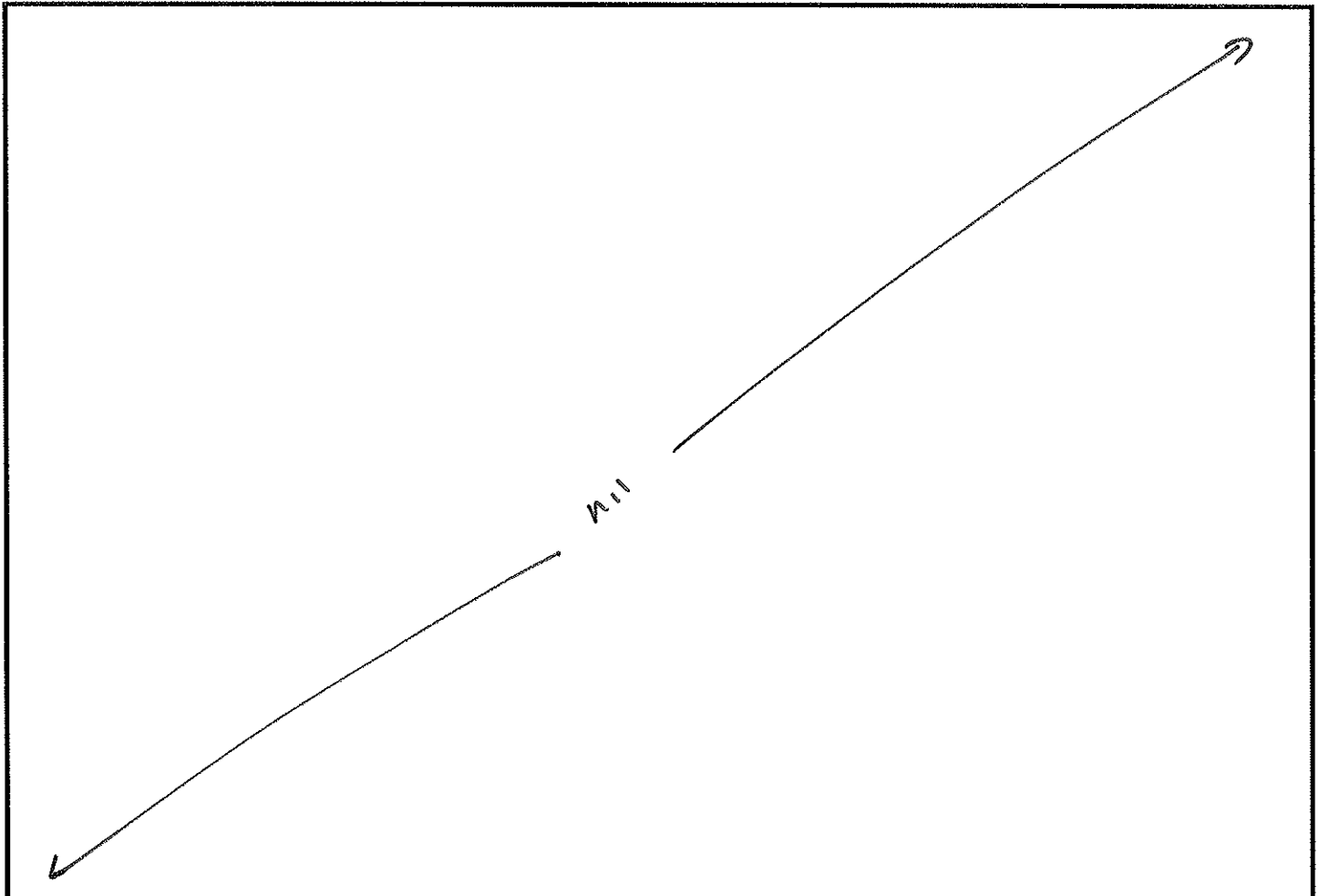
3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
  - (b) established and maintained a satisfactory system of control of its accounting 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)



Signature(s) of auditor or auditors:	Grant Thornton UK LLP	
Name(s):	GRANT THORNTON UK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	MELTON STREET LONDON NW1 2EP	
Date:	7 JUNE 2013	
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.



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國際運輸勞連

International Transport Workers' Federation  
Federación Internacional de los Trabajadores del Transporte  
Fédération internationale des ouvriers du transport  
Internationella Transportarbetarefederationen  
Internationale Transportarbeiter-Föderation  
Международная федерация транспортников  
التنظيم عالميا، النضال من أجل حقوقنا

**Statement to members issued in connection with the union's annual return for period ended 31 December 2012 as required by Section 32A of Trade Union and Labour Relations (Consolidation) Act 1992**

**Income and Expenditure**

The total income of the union for the period was £41,583,711. This amount included payments of £4,724,977 in respect of membership of the union. The union's total expenditure for the period was £36,244,554. The union does not maintain a political fund.

**Salary paid to and other benefits provided to the General Secretary, President and members of the Executive Board**

The General Secretary of the union was paid £112,163 in respect of salary and £19,500 in respect of benefits. The President was not paid any amount in respect of salary or benefits. The members of the Executive Board were not paid any amount in respect of salary or benefits.

**Irregularity statement**

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

**Auditors Report**

The report of the auditors, Grant Thornton UK LLP included in the form AR21: Annual Return for a Trade Union for the year to 31 December 2012 (in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992) was issued on 7 June 2013 and a copy is attached.

