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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

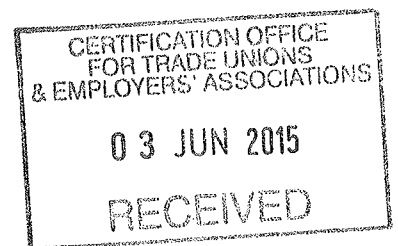
Name of Trade Union:	International Transport Workers' Federation
Year ended:	31 December 2014
List no:	1225
Head or Main Office:	ITF House 49 – 60 Borough Road London SE1 1DR
Website address (if available)	www.itfglobal.org
Has the address changed during the year to which the return relates?	Yes <input 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	11	-	2	710	A 723

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

0

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

723

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:

--

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

723

and names:

See attached listing (723 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, Julio Sosa

Executive Board members: Najeem Usman Yasin Alhaji, Severino Almeida Filho, Oystein Aslaksen, Benito Bahena Lome, Christine Behle, Nick Bramley, Predrag Brazzoduro, Leslie Devendra, Said El-Hairech, Travis Harrison, Dave Heindel, Diana Holland, Remo di Fiore, Kazuya Fujii, Tsuneyasu Goto, Johnny Hansen, Roman Hebenstreit, Patrick Hurel, Peter Kennedy, Alexander Kirchner, Sharon Li, Mary Liew, Terri Mast, Len McCluskey, Yasumi Morita, Dorothy Nandera, Nikolay Nikiforov, Conrado Oca, Sito Pantoja, Igors Pavlovs, Serge Piteljon, Canjeevaram A Rajasridhar, Oliver Richardson, Hanafi Rustandi, Miguel Angel Cillero Sanchez, Robert Scardelletti, Arlette Gay Schifferli, Tony Sheldon, Julio Sosa, Arto Sorvali, Steve Todd, Kaia Vask, Jan Villadsen, Keong Doo Yeom, Ekaterina Yordanova, Marcel Zante and Stephen Cotton (General Secretary)

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

Susan Ayoyi, Alicia Castro, Robert Crow, Mukhtar Hili, Joong Hwan Lee, Peep Peterson, Amparo Sanchez, Vladimir Svalina, Ivan Victor

Stephen Cotton was elected as General Secretary at the ITF's 43rd Congress in August 2014.

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
Vice President	Severino Almeida Filho	Julio Sosa	August 2014
Executive Board member	Julio Sosa	Severino Almeida Filho	August 2014
Executive Board member	Susan Ayoyi	Dorothy Nandera	August 2014
Executive Board member	Alicia Castro	Arlette Gay Schifferli	August 2014
Executive Board member	Robert Crow	Steve Todd	August 2014
Executive Board member	Mukhtar Hili	Said El-Hairech	August 2014
Executive Board member	Joong Hwan Lee	Keong Doo Yeom	April 2014
Executive Board member	Peep Peterson	Igors Pavlovs	August 2014

Executive Board member	Amparo Sanchez	Miguel Angel Cillero Sanchez	August 2014
Executive Board member	Vladimir Svalina	Predrag Brazzoduro	August 2014
Executive Board member	Ivan Victor	Serge Piteljon	August 2014

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country	Affiliate
Congo DR	Action Syndicale pour le Developpement "SYNDICAT ACTIONS"
Belgium	ACV - Openbare Diensten
Belgium	ACV - Transcom
India	Adarsha Auto & Taxi Drivers' Union
Thailand	Aeronthai State Enterprise Union
India	Air India Officers' Association
Nigeria	Air Transport Services Senior Staff Association (ATSSSAN)
Canada	Airline Division of CUPE
Malaysia	Airoad Employees Union
Mauritius	Airports of Mauritius Ltd Employees Union (AMLEU)
Thailand	Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)
India	Akhila Karnataka Goods Auto Driver's Union
Mexico	Alianza de Tranviarios de México
India	All India Railwaymen's Federation
Pakistan	All Pakistan Civil Transport Workers' Union
Japan	All-Japan Federation of Transport Workers' Unions UNYU-ROREN
Japan	All-Japan Prefectural and Municipal Workers Union (JICHIRO)
Japan	All-Japan Seamen's Union
USA	Amalgamated Transit Union
Uganda	Amalgamated Transport and General Workers' Union
Guyana	Amalgamated Transport and General Workers' Union
Hong Kong	Amalgamated Union of Seafarers, Hong Kong
USA	American Federation of State, County and Municipal Employees
USA	American Maritime Officers (AMO)
Guinea-Bissau	Amigos Irmaos dos Homens do Mar
Finland	Ammattiliitto PRO
Antigua & Barbuda	Antigua & Barbuda Workers' Union
Argentina	Asociación Argentina de Aeronavegantes
Argentina	Asociación Argentina de Empleados de la Marina Mercante
Colombia	Asociación Colombiana de Auxiliares de Vuelo
Colombia	Asociación Colombiana de Aviadores Civiles
Argentina	Asociación de Personal Aeronáutico

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Argentina	Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)
Argentina	Asociación de Señaleros Ferroviarios Argentinos
Argentina	Asociación de Técnicos y Empleados de Protección y Seguridad e Aeronavegación
Chile	Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil
Mexico	Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional
Mexico	Asociación Sindical de Pilotos Aviadores
Mexico	Asociación Sindical de Sobrecargos de Aviación de México
Philippines	Associated Labor Union
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines
Great Britain	Associated Society of Locomotive Engineers & Firemen (ASLEF)
Rwanda	Association des Chauffeurs des Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (ACPLRWA)
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)
USA	Association of Professional Flight Attendants
Australia	Australian & 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
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union
India	Auto, Taxi & Private Sector Transport Workers HMS Federation
New Zealand	Aviation & Marine Engineers Association Incorporated
Kenya	Aviation and Allied Workers Union
India	Aviation Industry Employees' Guild
Russia	Aviation Radar, Radionavigation and Communication Workers' Union of Russia
Russia	Aviation Workers Union of Russia
Uzbekistan	Aviation Workers' Trade Union of Uzbekistan
Hong Kong	B A Hong Kong International Cabin Crew Association
Canada	B C Ferry & Marine Workers Union
Thailand	Bangkok Mass Transit Authority State Enterprise Workers' Union
Bangladesh	Bangladesh Biman Employees' Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country	Affiliate
Bangladesh	Bangladesh Biman Flying Services Association of Cabin Crew
Bangladesh	Bangladesh Biman Officers' Association
Bangladesh	Bangladesh Inland Water Transport Corporation Workers' Union
Bangladesh	Bangladesh Nourjan Sramik Federation
Bangladesh	Bangladesh Railway Employees' League (BREL)
Bangladesh	Bangladesh Railway Sramik League
Bangladesh	Bangladesh Road Transport Workers' Federation
Bangladesh	Bangladesh Seamen's Association
Belarus	Belarusian Independent Trade Union
Belgium	Belgische Transportarbeidersbond (BTB-ABVV)
Bermuda	Bermuda Industrial Union
Bangladesh	Biman Sramik League
Turkey	Birlesik Tasimacilik Çalisanlari Sendikasi (BTS) (United Transport Workers' Union)
Botswana	Botswana Railways Amalgamated Workers Union
Botswana	Botswana Transport and Allied Workers Union
Great Britain	British Airlines Pilots' Association, BALPA
Bulgaria	Bulgarian Seafarers' Trade Union
Jamaica	Bustamante Industrial Trade Union
Denmark	Cabin Union Denmark
India	Calcutta Port Shramik Union
Canada	Canadian Merchant Service Guild
Canada	Canadian Union of Postal Workers
Hong Kong	Cathay Pacific Airways Flight Attendants' Union
Malawi	Central East African Railway Workers' Union (CEARWU)
Congo DR	Centrale des Travailleurs du Transport et Communication - CSC
Denmark	Centralorganisationen Søfart
Argentina	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante
Argentina	Centro de Jefes y Oficiales Maquinistas Navales
Argentina	Centro de Jefes y Oficiales Navales de Radiocomunicaciones
Argentina	Centro de Patronos y Oficiales Fluviales, de Pesca y Cabotaje Marítimo
Taiwan	China Airlines Employees' Union
Taiwan	Chinese Federation of Railway Workers' Unions

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Kuwait	Civil Aviation Labor Union
Guyana	Clerical and Commercial Workers' Union
Netherlands	GNV Vakmensen
India	Cochin Port Staff Association
Ivory Coast	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits
Tanzania	Communication & Transport Workers' Union of Tanzania - COTWU (T)
Tanzania	Communication and Transport Workers' Union of Zanzibar (COTWU ZNZ)
Great Britain	Communication Workers' Union
Russia	Communication Workers' Union of Russia
USA	Communications Workers of America
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos
Brazil	Confederação Nacional dos Trabalhadores em Transportes Terrestres
Dominican Republic	Confederación Nacional de Organizaciones del Transporte
Bolivia	Confederación Sindical de Trabajadores Ferroviarios, LAB, AASANA y Jubilados Ferroviarios de Bolivia
Cameroon	Confédération Générale des Syndicats des Sports du Cameroun
Czech Republic	Czech Trade Union of Seafarers
Denmark	Dansk Jernbaneforbund
Denmark	Dansk Metal
Turkey	Deniz Çalışanları Dayanışma Derneği (DAD-DER) Marine Employees' Solidarity Association (MESA)
Norway	Det Norske Maskinistforbund
Maldives	Dhivehi Seafarers & Labour Union
India	DHL Employees Union
India	DHL World Wide Express (I) Pvt. Ltd. Employees' Union
Tanzania	Dock Workers Union of Tanzania
Egypt	Dockers' Union of Egypt
Russia	Dockers' Union of Russia
Kenya	Dockworkers' Union Kenya
Dominica	Dominica Public Service Union
Estonia	Eesti Transpordij- Ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)
Egypt	Egyptian Civil Aviation Trade Union Federation
Egypt	Egyptian General Seafarers Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country	Affiliate
Germany	Eisenbahn- und Verkehrsgewerkschaft (EVG)
Spain	ELA-Zerbitzuak
Yemen	Employees and Workers Syndicate of Yemen Airways
Finland	ERTO
Estonia	Estonian Seafarers' Union
Estonia	Estonian Seamen's Independent Union
Sweden	Fackförbundet ST
Norway	Fagforbundet
Denmark	Fagligt Fælles Forbund (3F)
Iceland	Farmanna- og Fiskimannasamband Íslands
Angola	Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)
Brazil	Federação Nacional de Trabalhadores da Aviação Civil
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins
Brazil	Federação Nacional dos Trabalhadores Ferroviários
Brazil	Federação Sindical dos Servidores dos Departamentos de Estradas de Rodagem do Brasil
Venezuela	Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexos
Peru	Federación de Conductores Interprovinciales y Afines del Perú
Spain	Federación de Servicios a la Ciudadanía de CCOO
Spain	Federación de Servicios para la Movilidad y el Consumo (SMC UGT)
Nicaragua	Federación de Sindicatos de Trabajadores de los Puertos y Similares
Chile	Federación de Tripulantes de la Marina Mercante de Chile
Chile	Federación Holding LAN
Panama	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos Portuarios y Similares
Ecuador	Federación Nacional de Cooperativas de Transporte Liviano
Dominican Republic	Federación Nacional de Organizaciones de Trabajadores del Transporte
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile
Chile	Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Líneas Aéreas de Chile
Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios
Peru	Federación Nacional de Trabajadores de la Empresa Nacional de Puertos
Russia	Federal Union of Air Traffic Controllers of Russia
Fiji	Federated Airline Staff Association

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
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)
France	Fédération CGT des Cheminots
Luxembourg	Fédération Chrétienne du Personnel des Transports
France	Fédération des Officiers de la Marine Marchande CGT
Benin	Federation des Syndicats des Travailleurs de l'Asecna
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires du Transport du Burkina (FSTAT-B)
Senegal	Fédération des Transports de l'UDTS
France	Fédération FO de l'Equipement, de l'Environnement, des Transports et des Services (FEETS-FO)
Tunisia	Federation Generale des Ports et Dockers
France	Fédération Générale des Transports et de l'Equipement - CFDT
Burkina Faso	Federation National des Taximen et des Travailleurs du Secteur des Transports du Burkina (FNIT/STB)
Luxembourg	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTIFEL)
Tunisia	Fédération Nationale des Chemins de Fer Tunisien
Congo DR	Fédération Nationale des Ouvriers du Transport
France	Fédération Nationale des Syndicats de Transports CGT
France	Fédération Nationale des Syndicats Maritimes CGT
Tunisia	Fédération Nationale des Transports
Guinea-Conakry	Fédération Nationale des Transports Autos et Motos
Niger	Fédération Nationale des Transports du Niger (FNTN)
France	Fédération Nationale des Transports et de la Logistique Force Ouvrière
Guinea-Conakry	Fédération Nationale des Transports et Marins Pêcheurs de Guinée (FENATAMP.G)
Burundi	Fédération Nationale des Travailleurs des Transports
Algeria	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens
Algeria	Federation Nationale Travailleurs Ports Algériens - UGTA
Poland	Federation of Aviation Transport Workers
Hong Kong	Federation of Hong Kong Transport Workers' Organizations
Korea	Federation of Korean Seafarers' Unions (FKSU)
Korea	Federation of Korean Taxi Transport Workers' Unions

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Mongolia	Federation of Mongolian Railway Workers Trade Union
Bulgaria	Federation of Transport Trade Unions in Bulgaria
Bulgaria	Federation of Transport Workers - PODKREPA
Cyprus	Federation of Transport, Petroleum and Agricultural Workers
Togo	Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)
Congo	Fédération Syndicale des Travailleurs du Transport Aérien, Aviation Civile et assimilés
Guinea-Conakry	Fédération Syndicale Libre des Travailleurs des Transports et Entretien Mécanique de Guinée
Guinea-Conakry	Fédération Syndicale Professionnelle Nationale des Transports et Mécaniques Générales (FSPNTMG-CNTG)
France	Fédération Syndicaliste FO des Cheminots
Italy	Federazione Italiana Addette Servizi Commerciali Affini e Turismo
Italy	Federazione Italiana Lavoratori Trasporti FILT-CGIL
Italy	Federazione Italiana Trasporti - CISL
Norway	Fellesforbundet
Brazil	Fetropassageiros - FEDERACIÓN
Spain	FGAMT (Federacion Galega de Alimentación, Mar, Téxtil, Transporte e Comunicaci6ns)
Fiji	Fiji Longshoremen & Staff Association
Fiji	Fiji Maritime Workers' Association
Fiji	Fiji Public Service Association
Fiji	Fiji Sugar and General Workers' Union
Finland	Finnish Cabin Crew Union
New Zealand	First Union (Inc)
Ukraine	Fishery Workers Trade Union of Ukraine
Australia	Flight Attendants' Association of Australia (International)
Australia	Flight Attendants' Association of Australia (National Division)
Sri Lanka	Flight Attendants Union
Netherlands	FNV Bondgenoten
Faroe Islands	Foroya Fiskimannafelag
Faroe Islands	Føroya Skipara- og Navigat6rfelag
India	Forward Seamen's Union of India
Tonga	Friendly Island Seafarer's Union Incorporated
Egypt	General Egyptian Flight Attendant Union
Bahrain	General Federation of Bahrain Trade Unions

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Japan	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)
Egypt	General Independent Trade Union of Public Transport Authority and Great Cairo Bus Network
Egypt	General Trade Union of Land Transport Workers
Egypt	General Trade Union of Railway Workers
Jordan	General Trade Union of Workers in Air Transport and Tourism
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC
Yemen	General Union For Transport and Transportation Workers
Palestine	General Union for Transport Workers
Libya	General Union of Air Transport Workers
Jordan	General Union of Port Workers
Iraq	General Union of Transport & Telecommunication - FWUCI
Malta	General Workers' Union (GMU)
Georgia	Georgian Railway Workers New Trade Union
Georgia	Georgian Seafarers' Union
Austria	Gewerkschaft der Gemeindebediensteten - Kunst, Medien, Sport, freie Berufe
Austria	Gewerkschaft VIDA
Ghana	Ghana Merchant Navy Officers' Association (GMNOA)
Ghana	Ghana Private Road Transport Union
Great Britain	GMB
Mauritius	Government Services Employees Association
Greece	Greek Federation of Loaders & Unloaders
Guyana	Guyana Labour Union
Norway	Handel og Kontor i Norge
Denmark	HK Trafik & Jernbane
Denmark	HK/Privat
Hong Kong	Hong Kong Seamen's Union
Hong Kong	Hong Kong Storehouses, Transportation & Logistic Staff Association
Iceland	Icelandic Airline Pilots Association
Indonesia	Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)
Finland	Ilmailualan Unioni IAU r.y.
Cambodia	Independent Democracy of Informal Economy Association
Lithuania	Independent Dockers' Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Liberia	Independent Mano River Transport Union of Liberia
USA	Independent Pilots' Association
Azerbaijan	Independent Trade Union of Marine Transport of Azerbaijan Republic
Kosovo	Independent Trade Union of Traffic and Communication in Kosovo
Nepal	Independent Transport Workers' Association of Nepal
Montenegro	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro
India	Indian National Port & Dock Workers' Federation
India	Indian National Transport Workers' Federation
Indonesia	Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)
Norway	Industri Energi
USA	International Association of Machinists & Aerospace Workers (IAM)
Canada	International Brotherhood of Electrical Workers - Local 2228
USA	International Brotherhood of Teamsters (IBT)
USA	International Longshore and Warehouse Union (ILWU)
Canada	International Longshore and Warehouse Union (ILWU)
USA	International Longshoremen's Association (ILA) AFL-CIO
USA	International Organisation of Masters, Mates & Pilots
USA	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
Iran	Iranian Merchant Mariners Syndicate
Ireland	Irish Municipal, Public and Civil Trade Union (IMPACT)
Israel	Israeli Sea Officers' Union
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 Aviation Workers' Unions (KOHKUREN)
Japan	Japan Federation of Transport Workers' Unions (KOTSU ROREN)
Japan	Japan Railway Trade Unions' Confederation (JR-RENGO)
Sri Lanka	Jathika Sevaka Sangamaya
Bangladesh	Jatio Rickshaw Sramik League
Switzerland	KAPERS Cabin Crew Union
Pakistan	Karachi Harbour and Dock Workers' Union
Pakistan	Karachi International Container Terminal Ltd. Employees Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country

India	Karnataka Dock and General Workers' Union
Kenya	Kenya Long Distance Truck Drivers & Allied Workers Union
India	Kerala Fishing Boat Workers' Congress
Malaysia	Kesatuan Pekerja-Pekerja Pelabuhan Tanjung Pelepas SDN BHD
Indonesia	Kesatuan Pelaut Indonesia (KPI)
Kiribati	Kiribati Islands Overseas Seamen's Union (KIOSU)
Korea	Korea Automobile and Transport Workers' Federation
Korea	Korea Expressway Corp. Labour Union
Korea	Korean Air Labour Union
Korea	Korean Federation of Port & Transport Workers' Unions
Korea	Korean Postal Workers' Union
Korea	Korean Railway Industry Trade Union
Korea	Korean Railway Workers' Union
Hong Kong	Kowloon Canton Railway Workers' Union
Iraq	Kurdistan Transport Unions
Kuwait	Kuwait Ports Foundation Workers Union
Mali	La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali
Yemen	Labor Committee of Aden Container Terminal
Belgium	Landelijke Bedienden Centrale - Nationaal Verbond voor Kaderleden
Latvia	Latvian Railway and Transport Industry Trade Union
Latvia	Latvian Seafarers' Union of Merchant Fleet
Latvia	Latvian Trade Union of Public Services and Transport Workers LAKRS
Lebanon	Lebanese Cabin Crew Association
Sweden	LEDARNA
Lithuania	Lithuania Transport Federation (LTF)
Lithuania	Lithuanian Transport Workers' Federation
Lithuania	Lithuanian Seamen's Union
India	Maharashtra State Transport Kamgar Sanghatana
Malaysia	Malaysian Airline System Employees' Union (MASEU)
Malaysia	Malaysian Airlines System Executive Staff Association (MESA)
Maldives	Maldives Ports Workers Union
Ukraine	Marine Transport Workers' Trade Union of Ukraine

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Ghana	Maritime and Dockworkers' Union (Ghana)
Mauritius	Maritime Transport & Port Employees' Union
Australia	Maritime Union of Australia
New Zealand	Maritime Union of New Zealand
Nigeria	Maritime Workers' Union of Nigeria
Faroe Islands	Maskinmeistarafelagid
Denmark	Maskinmestrenes Forening
Japan	Medium and Small Union Group for Transport Workers
Hong Kong	Merchant Navy Officers' Guild - Hong Kong
Mongolia	Mongolian Transport, Communication & Petroleum Workers' Union
India	Mormugao Port & Railway Workers' Union
Russia	Motor Transport & Road Workers' Union of Russia
Azerbaijan	Motor Transport and Road Construction Workers Union of Azerbaijan
India	Mumbai Port Trust, Dock and General Employees' Union
Namibia	Namibian Transport and Allied Workers' Union (NATAU)
USA	National Air Traffic Controllers' Association
Papua New Guinea	National Airline Employees' Association
Zimbabwe	National Airways Workers' Unions (NAWU)
Liberia	National Brotherhood of Teamsters Union of Liberia
Taiwan	National Chinese Seamen's Union (NCSU)
Philippines	National Confederation of Transport Workers' Union (NCTU)
Japan	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)
Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)
India	National Federation of Indian Railwaymen
USA	National Marine Engineers' Beneficial Association
Poland	National Maritime Section NSZZ 'Solidarnosc'
Turkey	National Port and Land Stevedores Union of Turkey (LIMAN-IS)
Japan	National Railway Workers' Union (KOKURO)
Poland	National Road Transport Section "NSZZ Solidarnosc"
Poland	National Section of Port Workers - Nszz Solidarnosc
USA	National Taxi Workers Alliance
Singapore	National Transport Workers' Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country

Nigeria	National Union of Air Transport Employees
Fiji	National Union of Hospitality, Catering & Tourism Industries Employees
Barbados	National Union of Public Workers
Great Britain	National Union of Rail, Maritime and Transport Workers (RMT)
Bulgaria	National Union of Railway Workers - PODKREPA
Nigeria	National Union of Road Transport Workers
India	National Union of Seafarers of India
Malaysia	National Union of Seafarers of Peninsular Malaysia
Sri Lanka	National Union of Seafarers Sri Lanka
India	National Union of Seamen of India
Zambia	National Union of Transport and Allied Workers (NUTAW)
Australia	National Union of Workers
St. Lucia	National Workers' Union
Netherlands	Nautilus International (NL)
Switzerland	Nautilus International (Switzerland)
Great Britain	Nautilus International (UK)
Nepal	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)
India	New Mangalore Port Staff Association
New Zealand	New Zealand Engineering Printing & Manufacturing Union Inc.
New Zealand	New Zealand Merchant Service Guild Industrial Union of Workers Inc.
India	Nhava Sheva International Container Terminal Ltd. Bunder Kamgar Union
Nigeria	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association
Nigeria	Nigeria Union of Railway Workers
Norway	Norsk Jernbaneforbund
Norway	Norsk Kabinforening (Cabin Crew Union Norway)
Norway	Norsk Lokomotivmannsforbund
Norway	Norsk Sjømannsforbund (Norwegian Seafarers Union)
Norway	Norsk Sjøoffisersforbund
Norway	Norsk Transportarbeiderforbund
Malaysia	Northport Malaysia BHD Staff Union
Czech Republic	Odborové Sdružení Železničáru (Railway Workers' Union)
Czech Republic	Odborový Svaz Dopravy (Transport Workers' Union)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country

Luxembourg	OGB-L (Onofhängege Gewerkschaftsbond Lëtzebuerg)
Mexico	Orden de Capitanes y Pilotos Navales de la República Mexicana
Congo DR	Organisation des Travailleurs Unis du Congo
Pakistan	Pakistan Airlines Cabin Crew Association
Pakistan	Pakistan Fishermen Union
Pakistan	Pakistan Merchant Navy Officers' Association
Pakistan	Pakistan Seamen's Union
Palestine	Palestine Bus Drivers General Union
Greece	Pan-Hellenic Seamen's Federation (PNO)
Papua New Guinea	Papua New Guinea Maritime Workers Industrial Union
India	Paradip Port Workers' Union
Norway	Parat - A Norwegian Trade Union
Malaysia	Penang Port Workers' Union
Pakistan	People's Unity of PIA Employees
Philippines	Philippine Airline Employees' Association - PALEA - TUCP
Philippines	Philippine Seafarers' Union, PSU (ALU-TUCP)
Philippines	Pinagkaisang Manggagawa sa Transportation (PMT) United Transport Workers' Unions
Poland	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów i Marynarzy)
Thailand	Port Authority of Thailand Workers Union
Singapore	Port Officers' Union
Philippines	Port Workers' Union of the Philippines (PWUP)
India	Private Motor Transport Workers' Union, U.P
Sri Lanka	Private Transport Workers Union
USA	Professional Aviation Safety Specialists, ALF-CIO (PASS)
Mauritius	Professional Seafarers Union
Great Britain	Prospect
Great Britain	Public and Commercial Services Union
New Zealand	Rail and Maritime Transport Union Inc.
Serbia	Rail Trade Union
Kenya	Railway and Allied Workers' Union (RAWU)
Croatia	Railway Workers' Trade Union of Croatia
Turkey	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Finland	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)
Georgia	Republican Committee of Trade Unions of Georgian Automobile Transport and Highways' Workers
Hungary	Repulogep-Muszakiak Fuggetlen Szakszervezete - Aircraft Technicians' Independent Trade Union MALEV
Liberia	Roberts International Airport Workers Union
Romania	Romanian Seafarers' Free Union
Bosnia	Samostalni Sindikat Zeljeznickih Radnika u BiH (Trade Union of Railway Workers)
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste
Russia	Seafarers & Maritime Workers' Union of Western Russia
Canada	Seafarers' International Union of Canada (SIU)
USA	Seafarers' International Union of North America (SIU)
Kenya	Seafarers Union of Kenya
Russia	Seafarers' Union of Russia
Trinidad	Seamen & Waterfront Workers' Trade Union
Poland	Seamen's & Fishermen's Trade Unions Federation
Bulgaria	Seamen's Syndicate
Slovenia	Seamen's Union of Slovenia
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics
Belgium	Secteur Telecom Centrale Générale des Services Publics - CGSP
Sweden	SEKO Facket för Service Och Kommunikation
Indonesia	Sektor Transportasi Dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBSI)
Nigeria	Senior Staff Association of Communications, Transport and Corporations, Maritime Branch
Serbia	Serbian Cabin Crew Union
Indonesia	Serikat Pekerja Terminal Petikemas Koja
USA	Service Employees' International Union
Denmark	Serviceforbundet
Ireland	Services, Industrial, Professional and Technical Union (SIPTU)
Switzerland	SEV - Gewerkschaft des Verkehrspersonal
Sierra Leone	Sierra Leone Seamen's 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
Argentina	Sindicato de Capataces de Estibadores Portuarios y Serenos de Buques
Portugal	Sindicato de Capitães e Oficiais da Marinha Mercante - SINCOMAR

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Argentina	Sindicato de Conductores Navales de la Republica Argentina
Nicaragua	Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto
Argentina	Sindicato de Guincheros y Maquinistas de Grúas Móviles
Mexico	Sindicato de Maniobristas, Carretilleros, Cargadores, Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz
Argentina	Sindicato de Obreros Marítimos Unidos
Argentina	Sindicato de Peones de Taxis de la Capital Federal
Peru	Sindicato de Pilotos de Lan Peru S.A.
El Salvador	Sindicato de Trabajadoras y Trabajadores de la Industria Aeroportuaria de el Salvador y Conexos
El Salvador	Sindicato de Trabajadores & Trabajadores de la Industria Aeroportuaria de El Salvador Similares y Conexos
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal
Costa Rica	Sindicato de Trabajadores de JAPDEVA
Guatemala	Sindicato de Trabajadores de la Direccion General de Transportes del Ministerio de Comunicaciones Infraestructura y Vivienda
Honduras	Sindicato de Trabajadores de la Empresa Nacional Portuaria
El Salvador	Sindicato de Trabajadores de la Industria Portuaria de El Salvador
Panama	Sindicato de Trabajadores de Manzanillo International Terminal Panama, S.A.
Peru	Sindicato de Trabajadores de Petrolera Transoceánica S.A.
Panama	Sindicato de Trabajadores de Servicios Marítimos, Remolcadores, Barcasas y Afines de Panamá
Nicaragua	Sindicato de Trabajadores Independientes de Empresas Administradoras de Aeropuertos Internacionales
Chile	Sindicato de Trabajadores Interempresas de Compañías Navieras
Nicaragua	Sindicato de Trabajadores 'Pablo Guillermo Rosales Filipini' de la Empresa de Transporte TransAmerica S.A.
Guatemala	Sindicato de Trabajadores Portuarios
Guatemala	Sindicato de Trabajadores Unidos de Empornac
Cape Verde	Sindicato de Transportes, Telecomunicacoes, Hotelaria e Turismo
Ecuador	Sindicato de Tripulantes de Cabina Aerolane
Chile	Sindicato de Tripulantes de Cabina American Airlines
Peru	Sindicato de Tripulantes de Cabina de Lan Perú S.A
Chile	Sindicato de Tripulantes de Cabina LAN Chile S.A.
Chile	Sindicato de Tripulantes de Cabina Lan Express
Paraguay	Sindicato de Tripulantes de Tam
Panama	Sindicato del Canal de Panamá y del Caribe
Argentina	Sindicato del Personal de Dragado y Balizamiento
Portugal	Sindicato dos Capitães, Oficiais Pilotos, Comissários e Engenheiros da Marinha Mercante (OFICIAISMAR)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Brazil	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro
Portugal	Sindicato dos Engenheiros da Marinha Mercante (SEMIM)
Portugal	Sindicato dos Técnicos de Handling de Aeroportos
Portugal	Sindicato dos Técnicos de Manutencao de Aeronaves (SITEMA)
Argentina	Sindicato Electricistas Electronicistas Navales
Argentina	Sindicato Encargados Apuntadores Marítimos y Afines de la Republica Argentina
Honduras	Sindicato Gremial de Trabajadores del Muelle
Panama	Sindicato Industrial de Trabajadores/as Portuarios y Similares de Panama
Chile	Sindicato Interempresa de Oficiales de Marina Mercante
Chile	Sindicato Interempresas de Oficiales Motoristas de la Marina Mercante Nacional
Chile	Sindicato Interempresas Profesional de Oficiales de la Marina Mercante
Argentina	Sindicato La Fraternidad
Mexico	Sindicato Nacional de Controladores de Tránsito Aéreo
Mozambique	Sindicato Nacional De Estiva E Ofícios Correlativos (SINPEOC)
Peru	Sindicato Nacional de Marineros Mercantes del Perú
Mexico	Sindicato Nacional de Pilotos de Puerto
Colombia	Sindicato Nacional de Rama y Servicios del Transporte de Colombia
Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviacion Civil y Similares de la Republica de Panama
Portugal	Sindicato Nacional do Pessoal de Vôo da Aviação Civil - SNPVAC
Mozambique	Sindicato Nacional do Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)
Brazil	Sindicato Nacional dos Aeroviários
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante
Mozambique	Sindicato Nacional dos Trabalhadores da Industria Hoteleira, Turismo e Similares
Mozambique	Sindicato Nacional dos Trabalhadores da Marinha Mercante e Pescas
Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro
Nicaragua	Sindicato Nacional Héroes y Mártires del Ministerio de Transporte e Infraestructura
Paraguay	Sindicato Obreros Marítimos Unidos del Paraguay
Panama	Sindicato Panameño de Auxiliares de Abordo (SIPANAB)
Argentina	Sindicato Único de los Trabajadores de los Peajes y Afines
Peru	Sindicato Unico de Motoristas y Oficiales de Maquina de Pesca del Perú
Mexico	Sindicato Único de Trabajadores Democráticos del Sistema de Transporte Colectivo Metro

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Peru	Sindicato Unico de Trabajadores Maritimos y Portuarios del Puerto del Callao
Ecuador	Sindicato y Comité de Empresa de los Trabajadores de Corpaq
Croatia	Sindikat Kabinskog Osoblja Zrakoplova
Croatia	Sindikat Luckih Radnika Hrvatske (Dockers' Union of Croatia)
Croatia	Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)
Croatia	Sindikat Prometnika Vlakova Hrvatske (Union of Croatian Train Dispatchers)
Slovenia	Sindikat Strojevodij Slovenije (SSLO)
Croatia	Sindikat Strojovoda Hrvatske - Railroad Engineer Trade Union of Croatia
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)
Timor-Leste	Sindikat Maritima, Energia no Transporte Timor-Leste
Singapore	Singapore Maritime Officers' Union (SMOU)
Singapore	Singapore Organisation of Seamen (SOS)
Singapore	Singapore Port Workers' Union
Sweden	Sjöbefälsföreningen
Iceland	Sjómannafélag Island (Iceland Seaman's Union)
Bangladesh	Society of Aircraft Engineers of Biman (SAEB)
Denmark	Søfartens Ledere - Dansk Navigatørforening
Congo DR	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE
Solomon Islands	Solomon Islands National Union of Workers
South Africa	South African Transport & Allied Workers' Union (SATAWU)
Spain	Spanish Cabin Crew Union SITCPLA
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya
St. Lucia	St Lucia Seamen, Waterfront and General Workers' Trade Union
Romania	STAR Federation
Thailand	State Enterprise Labour Union of Expressway and Rapid Transit Authority of Thailand (LU-ETA)
Thailand	State Railway Workers' Union of Thailand (SRUT)
Finland	Suomen Konepäällystiitto (Finlands Maskinbefälsförbund)
Finland	Suomen Laivanpäällystiitto 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)

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country

Sweden	Svenska Kommunalarbetareförbundet
Sweden	Svenska Transportarbetareförbundet
Swaziland	Swaziland Transport & Allied Workers' Union
Benin	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin
Mali	Syndicat Autonome des Travailleurs de l'Aéronautique Civile (SYATAC)
Mauritania	Syndicat de la Navigation Aérienne des Travailleurs de l'ASECNA en Mauritanie
Senegal	Syndicat Démocratique des Techniciens du Sénégal-Secteur d'Activité Professionnelle/Aviation Civile
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile (SAMAC)
Ivory Coast	Syndicat des Conducteurs de Taxi de Côte d'Ivoire
Niger	Syndicat des Contrôleurs Aériens du Niger
Canada	Syndicat des Debardeurs de Montreal
Senegal	Syndicat des Dockers, Pointeurs et Gardiens du Sénégal
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique
Benin	Syndicat des Forces Ouvrières des Manutentions Portuaires du Benin
Togo	Syndicat des Gens de Mer du Togo
Ivory Coast	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)
Ivory Coast	Syndicat des Marins Pêcheurs de Côte d'Ivoire
Togo	Syndicat des Professionnels Routiers du Togo (SYPROTO)
Congo DR	Syndicat des Travailleurs de l'Aviation Civile (SYTAC)
Ivory Coast	Syndicat des Travailleurs de la SOTRA (SYNTRAS)
Togo	Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA et de la SALT-STAMAS
Congo DR	Syndicat des Travailleurs de Transport et Communication (SYTRACOM)
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)
Senegal	Syndicat des Travailleurs des Transports Routiers du Senegal CNTS-FC
Togo	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)
Ivory Coast	Syndicat des Travailleurs du Rail (SYNTRARAIL)
Congo DR	Syndicat des Travailleurs Libres (STL)
Congo DR	Syndicat des Travailleurs Responsables du Congo
Ivory Coast	Syndicat du Personnel de l'Aéroport Abidjan-Aeria
Madagascar	Syndicat General Maritime de Madagascar
Niger	Syndicat Libre de Conducteurs Routiers de Passagers du Niger
Burkina Faso	Syndicat Libre des Cheminots du Burkina

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Algeria	Syndicat National d'Entreprise SNTF/UGTA
Senegal	Syndicat National de Marins Pêcheurs Industriels et Artisans du Sénégal
Ivory Coast	Syndicat National des Chauffeurs de Transport Terrestre de Côte d'Ivoire
Cameroon	Syndicat National des Chauffeurs du Transport Urbain et Interurbains du Cameroun (SYNACTUICAM)
Mali	Syndicat National des Chauffeurs et Conducteurs Routiers
Cameroon	Syndicat National des Chauffeurs Professionnels des Transports du Cameroun
Mali	Syndicat National des Cheminots du Mali (SNCM)
Niger	Syndicat National des Conducteurs de Taxis et Transport Urbain
Niger	Syndicat National des Conducteurs Routiers du Niger (SNCRN)
Togo	Syndicat National des Dockers du Togo
Cameroon	Syndicat National des Employés du Secteur des Transports Terrestres
Benin	Syndicat National des Marins du Bénin (SYNAMAB)
Togo	Syndicat National des Transitaires Mandataires du Togo (SYNATRAM)
Niger	Syndicat National des Travailleurs Autonomes de l'économie Informelle du Niger
Senegal	Syndicat National des Travailleurs de la Marine de Pêche au Sénégal
Senegal	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)
Benin	Syndicat National des Travailleurs de la Météorologie et de l'Aviation Civile (SYNATRAMAC)
Senegal	Syndicat National des Travailleurs du Petit Train de Banlieue. SA
Benin	Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie
Niger	Syndicat Unique de la Météorologie et de l'Aviation Civile
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)
Niger	Syndicat Unique des Conducteurs de Taxis du Niger (SUCOTAN)
Senegal	Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal (SUTTAAS)
Ivory Coast	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan
Ivory Coast	Syndicat Unique du Personnel du Port Autonome de San Pedro
Lebanon	Syndicate of Middle East Airlines and Affiliate Companies
Iran	Syndicate of Workers of Tehran and Suburbs Bus Company (Sandikaye Kargarane Sherkate Vahed)
Taiwan	Taipei Travel Labour Union
Taiwan	Taiwan Dock Workers' Federation
India	Tamil Nadu Road Transport Workers' HMS Federation
Tanzania	Tanzania Railway Workers' Union
Romania	Tarom National Technical Trade Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Georgia	Tbilisi Metro Workers' Trade Union
Canada	Teamsters Canada
India	Thai Airways Employees' Association
Thailand	Thai Airways International Union
Thailand	Thai Seafarers' Association
Barbados	The Barbados Workers' Union
Sri Lanka	The Ceylon Mercantile, Industrial & General Workers' Union (CMU)
Australia	The Civil Air Operations Officers' Association of Australia
India	The Ernakulam District Waterways Employees' Association
New Zealand	The Flight Attendants & Related Services (NZ) Association
Libya	The General Union of Dockers & Seafarers
Egypt	The Independent General Union of Road Transport Workers
Georgia	The Independent Professional Union of Georgian Railways
India	The Madras Port Trust Employees' Union
India	The Maritime Union of India
Malaysia	The Railwaymen's Union of Malaya
India	The Visakhapatnam Dock Labour Board and Dock Workers' Union
India	The Visakhapatnam Port Employees' Union
Japan	Tourism and Air Cargo Section of the Japan Federation of Service & Tourism Industries Workers' Unions
Thailand	Tourism Authority of Thailand State Enterprise Employee Union
Poland	Trade Union Federation of Polish State Railways' Employees
Finland	Trade Union for the Public and Welfare Sectors Finland (JHL)
Croatia	Trade Union of Air Traffic Control Croatia
Indonesia	Trade Union of Jakarta International Container Terminal
Kazakhstan	Trade Union of Motor Transport and Highway Workers of Kazakhstan
Ukraine	Trade Union of Railway Workers and Transport Constructors of Ukraine
Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers of Kirgizia
Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia
Serbia	Trade Union of Railwaymen of Serbia
Turkey	Trade Union of Revolutionary Land Transportation Workers of Turkey (Nakliyat Is)
Cambodia	Trade Union of Sihanouk Ville Port
Macedonia (FYR)	Trade Union of the Workers of Traffic and Communications of the Republic of Macedonia

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Macedonia (FYR)	Trade Union of Transport and Communications
Ethiopia	Transport & Communication Workers' Unions Industrial Federation
Eritrea	Transport & Communications Workers' Federation
India	Transport & Dockworkers' Union, Kandla
Malawi	Transport & General Workers' Union
India	Transport and Dockworkers' Union, Mumbai
Zimbabwe	Transport and General Workers' Union
Thailand	Transport Company Ltd State Enterprise Employees' Union (TRAN-U)
Great Britain	Transport Salaried Staffs' Association (TSSA)
Hungary	Transport Workers Councils
Israel	Transport Workers' Division of Histadrut
Fiji	Transport Workers' Union
Malaysia	Transport Workers' Union
Kenya	Transport Workers Union Kenya
USA	Transport Workers' Union of America
Australia	Transport Workers' Union of Australia
Thailand	Transportation and Export Service Trade Union
USA	Transportation Communications International Union (TCU)
India	Truck, Bus, Jeep, Auto and Rickshaw Van Workers' Union
Turkey	Tüm Taşıma İşçileri Sendikası
Turkey	Turkish Civil Aviation Union Hava-Is
Turkey	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)
India	Tuticorin Port Mariners' and General Staff Union
India	Tuticorin PSA SICAL Container Terminal Staff Union
Tuvalu	Tuvalu Overseas Seamen's Union (TOSU)
South Africa	UASA - The Union
Latvia	Udens Transporta Arodbiedrību Federācija (Water Transport Unions' Federation of Latvia)
Uganda	Uganda Railway Workers' Union
Italy	UILTRASPORTI
Switzerland	UNIA
Canada	Unifor
Panama	Unión de Capitanes y Oficiales de Cubierta

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Country	Affiliate
Uruguay	Unión de Capitanes y Oficiales de la Marina Mercante
Mexico	Unión de Estibadores y Jornaleros del Puerto de Veracruz
Panama	Unión de Ingenieros Marinos
Mexico	Unión de Marineros, Fogoneros, Motoristas Mayordomos, Cocineros, Similares y Conexos del Ramo Marítimo
Colombia	Unión de Marineros Mercantes y de Pesca Colombianos
Panama	Unión de Prácticos del Canal de Panamá (Panama Canal Pilots Union)
Paraguay	Unión de Sindicatos de Trabajadores del Transporte
Uruguay	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines
Argentina	Unión del Personal Superior y Profesional de Empresas Aerocomerciales
Burkina Faso	Union des Chauffeurs routiers du Burkina
Togo	Union des Routier du Togo
Morocco	Union des Syndicats UMT des Transports
Congo DR	Union des Travailleurs Libres
Argentina	Unión Ferroviaria
Uruguay	Unión Ferroviaria
Mexico	Union Nacional De Marineros, Fogoneros, Mayordomos, Cocineros, Camareros Y Similares De La República Mexicana.
Costa Rica	Unión Nacional de Trabajadores de Obras Públicas y Transportes
France	Union Nationale des Syndicats Autonomes (UNSA Transports)
Lebanon	Union of Beirut Port Employees
Malaysia	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)
Hong Kong	Union of Hong Kong Dockers
Great Britain	Union of Shop, Distributive & Allied Workers
Nepal	Union of Trekking, Travel, Rafting, Airlines Workers Nepal (UNITRAV)
Panama	Unión Panameña de Aviadores Comerciales
Argentina	Unión Personal Aeronavegación de Entes Privados
Guatemala	Unión Sindical de Trabajadores de Aeronáutica Civil
Spain	Unión Sindical Obrera Sector Transporte Aereo (USO-STA)
France	Union Syndicale du Personnel Navigant Technique
Argentina	Unión Tranviarios Automotor
Sweden	Unionen
USA	UNITE HERE
Great Britain	Unite The Union

International Transport Workers' Federation - Affiliated Unions as at 31 December 2014

Affiliate

Country	Affiliate
India	United Bargemen's Association
Guyana	United Minibus Union
Liberia	United Seamen, Ports and General Workers' Union of Liberia (USPOGUL)
Liberia	United Workers' Union of Liberia
India	UNITES Professionals India
Romania	Uniunea Sindicatelor Libere Metrou si Aviatie Civila (Free Trade Union of Metro and Aviation Workers)
Vanuatu	Vanuatu National Workers Union Syndicat National de Vanuatu
Hungary	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)
Germany	Vereinte Dienstleistungsgewerkschaft (ver.di)
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)
Iceland	VM - Félag vélstóra og málmæknimanna (Icelandic Union of Marine Engineers and Metal Technicians)
Dominica	Waterfront & Allied Workers' Union
Iraq	Workers Union & Affiliation of Iraqi Ports Company
Kuwait	Workers Union in the Ministry of Transportation
Kuwait	Workers Union of Kuwait Airways & Subsidiaries
Yemen	Yemen Pilots & Flight Engineers Union
Yemen	Yemeni Aviation Engineers Syndicate
Norway	Yrkestrafikkforbundet
Tanzania	Zanzibar Seafarers Union
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union
Poland	Związek Zawodowy Personelu Pokładowego (Polish Cabin Crew Union)

GENERAL FUND

(see notes 13 to 18)

	£'000	£'000
INCOME		
From Members: Contributions and Subscriptions		5,354
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,354
Investment income (as at page 12)		1
Other Income		
Income from Federations and other bodies (as at page 4)	494	
Income from any other sources (as at page 4)	50	
Total of other income (as at page 4)		544
		TOTAL INCOME
		5,899
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		5,754
Federation and other bodies (specify)		
Education projects	494	
Grants to :- Council og Global Unions & others	19	
Affiliation fees written off	365	
Project advances written back	(59)	
Total expenditure Federation and other bodies		819
Taxation		
		TOTAL EXPENDITURE
		6,573
		Surplus (deficit) for year
		(674)
		Amount of general fund at beginning of year
		(2,434)
		Amount of general fund at end of year
		(3,108)

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

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

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Seafarers' Assistance, Welfare & Protection Fund	£'000	£'000
Income			
	From members		
	Investment income (as at page 12)		986
	Other income (specify) – Interfund rent receivable	140	
	Misc.	24	
	Welfare contributions	34,030	
	Foreign exchange loss	(918)	
	Unrealised gain on investments	3,718	
	Total other income as specified		36,994
	Total Income		37,980
Expenditure			
	Benefits to members	340	
	Administrative expenses & other expenditure (as page 10)	44,006	
	Transfer to Congress Fund	1,032	
	Fees, advances & union balances written off / prov	(73)	
	Total Expenditure		45,305
	Surplus (Deficit) for the year		(7,325)
	Amount of fund at beginning of year		89,757
	Amount of fund at the end of year (as Balance Sheet)		82,432
	Number of members contributing at end of year		

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

FUND 4		Fund Account	
Name:	Congress Fund	£'000	£'000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Transfer from Welfare Fund	1,032	
	Total other income as specified		1,032
	Total Income		1,032
Expenditure			
	Benefits to members	1,782	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		1,782
	Surplus (Deficit) for the year		(750)
	Amount of fund at beginning of year		750
	Amount of fund at the end of year (as Balance Sheet)		-
	Number of members contributing at end of year		

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

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£'000	£'000
Income	Members contributions and levies		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
			Total expenditure
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as Balance Sheet)	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£'000	£'000
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
			Total expenditure
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political fund	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			

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

(see notes 32 and 33)

Administrative Expenses		£'000
Remuneration and expenses of staff		7,911
Salaries and Wages included in above	£5,507k	
Auditors' fees		74
Legal and Professional fees		1,093
Occupancy costs		685
Computer systems maintenance		479
Stationery, printing, postage, telephone, etc.		300
Expenses of Executive Committee (Head Office)		144
Expenses of conferences		5,180
Other administrative expenses (specify) General expenses		5
Publications & public relations		1,366
Regional offices		3,427
Inspectorate representation		11,298
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Depreciation		1,069
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Pension scheme adjustments		5,326
Gift Aid to Seafarers' Trust		11,100
Contribution to the IBF		2,085
	Total	51,542
Charged to:	General Fund (Page 3)	5,754
	Fund (Account)	44,006
	Fund (Account)	1,782
	Total	51,542

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £'000	Other Fund(s) £'000
Rent from land and buildings		
Dividends (gross) from:		
Equities (e.g. shares)		825
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		162
Other investment income (specify)		
Total investment income		987
Credited to:		
General Fund (Page 3)		1
Welfare Fund (Account 2)		986
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Political Fund		
Total Investment Income		987

BALANCE SHEET as at

(see notes 47 to 50)

Previous Year		£'000	£'000
	Fixed Assets (at page 14)		9,958
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		68,671
	Unquoted		
	Total Investments		78,629
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		2,633
	Cash at bank and in hand		18,976
	Income tax to be recovered		65
	Stocks of goods		
	Others (specify)		
	Total of other assets		21,674
	TOTAL ASSETS		100,303
	General Fund (Account 1)		(3,108)
	Welfare Fund (Account 2)		82,432
	Solidarity Fund (Account 3)		9
	Congress Fund (Account 4)		-
	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		7,277
	Accrued expenses		
	Long term liabilities		100
	Other liabilities – pension scheme		13,593
	TOTAL LIABILITIES		20,970
	TOTAL ASSETS		100,303

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £'000	Motor Vehicles £'000	Not used for union business £'000	Total £'000
	Freehold Leasehold £'000	£'000				
Cost or Valuation						
At start of year	9,901		3,684	35		13,620
Additions	857		970	-		1,827
Disposals						
Revaluation/Transfer s						
At end of year	10,758		4,654	35		15,447
Accumulated Depreciation						
At start of year	2,125		2,277	18		4,420
Charges for year	215		843	11		1,069
Disposals						
Revaluation/Transfer s						
At end of year	2,340		3,120	29		5,489
Net book value at end of year	8,418		1,534	6		9,958
Net book value at end of previous year	7,776		1,406	17		9,199

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £'000	Political Fund £'000
Equities (e.g. Shares)		45,704
Government Securities (Gilts)		22,967
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)		68,671
Market Value of Quoted Investment		68,671
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 £'000	Political Funds £'000	Total Funds £'000
INCOME			
From Members	5,354		5,354
From Investments	987		987
Other Income (including increases by revaluation of assets)	37,538		37,538
Total Income	43,879		43,879
EXPENDITURE (including decreases by revaluation of Total Expenditure)			
	52,628		52,628
Funds at beginning of year (including reserves)	88,082		88,082
Funds at end of year (including reserves)	79,333		79,333
ASSETS			
Fixed Assets			9,958
Investment Assets			68,671
Other Assets			21,674
		Total Assets	100,303
LIABILITIES		Total Liabilities	20,970
NET ASSETS (Total Assets less Total Liabilities)			79,333

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.

A large, empty rectangular box with a black border, intended for the user to enter or attach notes to the accounts. The box occupies most of the page below the instruction text.


ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: <u>STEPHEN COTTON</u> Date: <u>2/6/15</u>	Chairman's Signature: <u>Theresa Broome</u> (or other official whose position should be stated) Name: <u>THERESA BROOME</u> Date: <u>2/6/15</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)	ENCLOSE D	<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)

nil

Signature(s) of auditor or auditors:	Grant Thornton UK LLP	
Name(s):	GRANT THORNTON UK LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANT	
Address(es):	GRANT THORNTON HOUSE MELTON STREET LONDON NW1 2EP	
Date:	2 JUNE 2015	
Contact name and telephone number:	CAROL RUSKE 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 2014 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 2014 and of its deficit 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, Chartered Accountants

Grant Thornton House

Melton Street, Euston Square

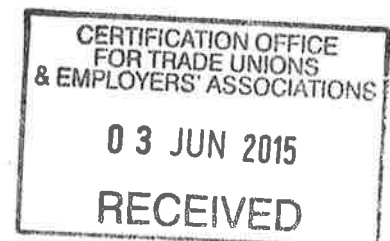
London, NW1 2EP

DATE: 8 May 2015

International Transport Workers' Federation

Annual Report and Financial Statements

For the year ended 31 December 2014



The International Transport Workers' Federation

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- 10. Income and Expenditure Account
- 11. Balance Sheet
- 12. Cash Flow Statement
- 13. Notes to the Financial Statements

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

General Secretary and Headquarters

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

Auditors

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

Bankers

HSBC Plc
28 Borough High Street
London
SE1 1YB

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:

President: Paddy Crumlin

Vice Presidents: John D Baker, Zenzo Mahlangu, Lars Lindgren, Brigitta Paas, Julio Sosa

Executive Board Members: Najeem Usman Yasin Alhaji, Severino Almeida Filho, Oystein Aslaksen, Benito Bahena Lome, Christine Behle, Nick Bramley, Predrag Brazzoduro, Leslie Devendra, Said El-Hairech, Travis Harrison, Dave Heindel, Diana Holland, Remo di Fiore, Kazuya Fujii, Tsuneyasu Goto, Johnny Hansen, Roman Hebenstreit, Patrick Hurel, Peter Kennedy, Alexander Kirchner, Sharon Li, Mary Liew, Terri Mast, Len McCluskey, Yasumi Morita, Dorothy Nandera, Nikolay Nikiforov, Conrado Oca, Sito Pantoja, Igors Pavlovs, Serge Piteljon, Canjeevaram A Rajasridhar, Oliver Richardson, Hanafi Rustandi, Miguel Angel, Cillero Sanchez, Robert Scardelleti, Arlette Gay Schifferli, Tony Sheldon, Julio Sosa, Arto Sorvali, Steve Todd, Kaia Vask, Jan Villadsen, Keong Doo Yeom, Ekaterina Yordonova, Marcel Zante and Stephen Cotton (General Secretary)

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

Susan Ayoyi, Alicia Castro, Robert Crow, Mukhtar Hili, Joong Hwan Lee, Peep Peterson, Amparo Sanchez, Vladimir Svalina, Ivan Victor

Stephen Cotton was elected as General Secretary in August 2014 at the 43rd ITF Congress held in Sofia, Bulgaria.

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 2014 there were 708 affiliates in 151 countries representing over 4.7 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 2014.

General Fund

Income from Affiliation fees for the year end 31 December 2014 amounted to £5.354 million (2013 £4.873 million). Total income for the year amounted to £5.882 million (2013 £5.320 million) including £494k of donor funding for Education Projects received from external solidarity organisations and affiliates. Total expenditure for the year amounted to £5.545 million (2013 £5.245 million). The General Fund net surplus, after the transfer to the Congress Fund but before allowing for pension scheme adjustments was £337k (2013 Deficit £175k). The General Fund share of the pension scheme deficit, calculated according to UK accounting standards, increased during 2014 from £1.662 million to £2.759 million and pension scheme adjustments of £1.011 million including actuarial losses have been reflected in the Income & Expenditure account for the year. The net movement in funds was a reduction of £674k (2013 £181k) increasing the deficit on General Fund unallocated funds at 31 December 2014 to £3.108 million (31 December 2013 deficit £2.434 million).

The International Solidarity Fund was established within the General Fund to provide for direct financial assistance to affiliates facing serious financial crisis for example as a result of attacks by governments, employers or anti-union bodies. The balance on this fund at the end of the year remained unchanged at £9k.

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 can be subject to significant variations from year to year due to movements on the world currency markets.

Whilst payments by ship owners in respect of Welfare Fund contributions and crew membership fees in currency terms were broadly similar to 2013 levels, the relative strength of sterling during the year reduced the sterling equivalent from £35.760 million in 2013 to £34.030 million in 2014. In the same period, £2.085 million (2013 £1.777 million) of welfare contributions from International Bargaining Forum collective agreements have 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 £986k (2013 £1.108 million). Following a decision at the 2014 Congress, a one off Gift Aid payment of £10 million was made to the ITF Seafarers' Trust in September 2014 in addition to the £1.1 million budgeted for the year. The additional funds will ensure that the work of the Trust is safeguarded for the next inter Congressional period.

Total Welfare Fund income for the year from all these sources amounted to £35.180 million (2013 £37.131 million).

Total expenses (including the Gift Aid payment) were £40.876 million (2013 £32.714 million). The largest single item of operational expenditure involves the cost of the ITF inspectorate, amounting to £11.298 million (2013 £12.001 million). The ITF review of the operations of the Inspectorate continued throughout 2014 and will result in the appointment of a new Inspectorate Coordinator in 2015. The total number of inspectorates remained unchanged in 2014 at 69. Foreign exchange losses amounting to £918k (2013 £1.122 million) 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 deficit on the Welfare Fund for the year was £6.728 million (2013 Surplus £4.417 million) but this is stated after the exceptional one off Gift Aid payment. Ignoring the £10 million exceptional gift aid, the operating surplus was £3.272 million.

The value of the investment portfolio increased from £54.9 million at 1 January 2014 to £68.7million at the year end. During the year £10 million in cash was transferred to the investment portfolio from cash balances. The equivalent of £5 million was invested in a USD \$ denominated Managed Cash Fund in order to improve the return received on dollar cash holdings. Typically these funds invest in cash deposits, short term inter bank loans and also Certificates of Deposit. They provide a positive return in a time when bank dollar deposit rates are almost zero whilst preserving liquidity and not exposing the funds to excessive risk. A further £3 million was invested in the Vanguard SRI Global Stock Fund to give some exposure to Socially Responsible investment funds but without changing the fundamental investment allocation position which mandates 60% to equities and 40% to fixed interest. A corresponding fixed interest investment of £2 million was invested in the existing DFA Global Short Dated Bond holding. The gain on the investment portfolio at the year end was £3.7 million. Cash balances fell from £34 million at the start of the year to £18 million at December 2014 but this included the transfer of £10 million to the Investment portfolio referred to above plus the £10 million one off Gift Aid payment to the ITF Seafarers' Trust authorised by the Sofia Congress. Ignoring these two items, cash balances increased by £4 million during the year.

The portion of the deficit on the ITF Retirement Benefits Scheme attributable to the Welfare Fund increased from £6.154 million at 31 December 2013 to £10.834 million at 31 December 2014. Pension adjustments including actuarial losses reflected in the Income & Expenditure account totalled £4.471 million (2013 £145k). After allowing for the increase in the market value of the investments and the FRS 17 pension adjustments, the net movement in funds was £7.325 million deficit (2013 £9.335 million surplus). The net assets of the Welfare Fund at 31 December 2014 were £82.432 million (2013 £89.757 million).

Congress Fund

The 43rd ITF Congress was held in August 2014 in Sofia, Bulgaria. It was anticipated that approximately 1,200 delegates would attend but the number finally registered was 1,761. The event proved to be dynamic, creative, unified and ultimately successful and set the framework for the next four years work of the ITF. Future strategy will be based around “four levers” agreed by the Congress as areas and ways of organising which can magnify the power of the ITF Affiliates. These can be summarised as:

- Consolidate hubs and corridors
- Influence lead industry players
- Activate mass membership
- Respond to geographic shifts

Expenditure of £1.782 million was charged against the Congress Fund in 2014. £750,000 had been transferred from the General Fund in previous years and the sum of £1.032 million was transferred from the Welfare Fund in 2014.

Tangible fixed assets

A major landmark was the launch of the new ITF website in October 2014 following a long process of discussion and consultation. As well as reflecting feedback from affiliate surveys, the new site is designed to enhance active participation and promote the campaigning elements of the ITF’s 2015-2018 work programme. The refurbishment of the ITF’s international headquarters in London continued in 2014 with the refurbishment of the ground floor reception area and kitchen and bathroom facilities throughout the building.

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 2014 revealed a surplus in the scheme of £50,000.

During the financial year employer’s contributions receivable from the ITF were paid at the rate of 22.4% of pensionable salaries with a corresponding contribution rate of 8% for employees. In addition, the ITF had 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 based on the previous triennial actuarial valuation as at 1 January 2011. In view of the surplus at the January 2014 valuation date the additional contributions required under the Recovery Plan dated 1 February 2012 are no longer required. In accordance with the Schedule of Contributions signed in January 2015, the Federation agreed to pay annual contributions of 23.3% of pensionable salary for members. Employees will continue to pay 8%.

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 23 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 explain its transactions;
- Establish and maintain a satisfactory system of control of the accounting records, cash holdings and all receipts and remittances;
- Prepare an annual return for the Certification Officer giving a true and fair view of the 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.

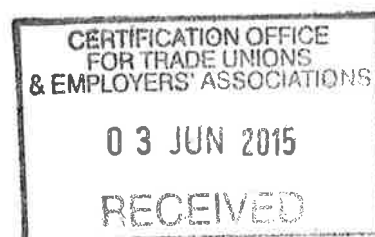
Auditors

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



Stephen Cotton – General Secretary

8th May 2015



International Transport Workers' Federation

Income and Expenditure Account for the year ended 31st December 2014

	Notes	Year Ended 31st December 2014 £'000	Year Ended 31st December 2013 £'000
Income			
Affiliation fees receivable		5,354	4,873
Remitted by Ship owners and collecting Unions:			
Welfare contributions and crew membership fees		34,030	35,760
Education Projects - donor funding		494	446
Investment Income	2	987	1,109
Rent receivable and other income		197	263
Total income		41,062	42,451
Expenditure			
Headquarters staff costs	4	8,108	8,339
Headquarters office costs	5	1,465	1,323
Meetings, conferences and activities	6	4,996	3,677
Publication and public relations	7	1,495	1,306
Regional offices	8	3,427	3,752
Inspectorate representation	9	11,298	12,001
Other professional fees	10	1,167	936
Assistance and donations		359	885
Solidarity Expenditure		-	30
Contributions to IBF Fund		2,085	1,777
Project advances written back	11	(131)	(47)
Affiliation fees written off		365	144
Donor funded education projects		494	446
General Expenses	12	5	117
Foreign exchange losses/(gains)		901	1,277
Depreciation	13	1,069	1,025
Gift aid in favour of the ITF Seafarers' Trust	3	11,100	1,000
Total expenditure		48,203	37,988
Operating (deficit)/surplus for year		(7,141)	4,463
Investment revaluation		3,718	4,945
Pension scheme actuarial loss	27	(5,519)	(179)
Pension Scheme finance income	27	193	145
Net movement in funds		(8,749)	9,374
Funds balance brought forward		88,082	78,708
Funds balance at 31 December 2014		79,333	88,082

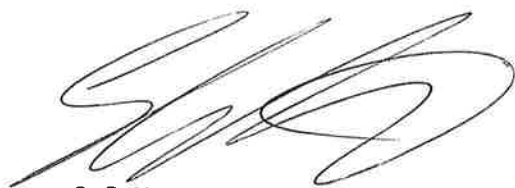
There are no recognised gains and losses other than the deficit for the financial period.

**International Transport Workers' Federation
Balance Sheet as at 31 December 2014**

Notes

		Year Ended 31st December 2014 £'000	Year Ended 31st December 2013 £'000
Fixed Assets			
Tangible assets	13	9,958	9,199
Investments at market value	14	68,671	54,935
		<u>78,629</u>	<u>64,134</u>
Current Assets			
Cash at bank		18,461	34,250
Cash held by investment managers		515	216
Debtors	15	2,698	5,402
Creditors: due within one year	16	(7,277)	(8,024)
Net current assets		<u>14,397</u>	<u>31,844</u>
Long term liabilities	17	(100)	(80)
Total assets less liabilities		<u>92,926</u>	<u>95,898</u>
Net assets excluding pension liability		92,926	95,898
Defined benefits pension scheme liability	27	(13,593)	(7,816)
Net assets		<u>79,333</u>	<u>88,082</u>
Represented by:			
General Fund		(349)	(772)
Welfare Fund		84,375	89,476
Investments revaluation reserve	14	8,891	6,435
Pension reserve	27	(13,593)	(7,816)
Total unallocated funds		<u>79,324</u>	<u>87,323</u>
International Solidarity Fund	18	9	9
Congress Fund	19	-	750
		<u>79,333</u>	<u>88,082</u>

The financial statements on pages 10 to 25 were approved and authorised for issue by the Executive Board on *24 April 2015*



S. Cotton
General Secretary

8th May 2015



P. Crumlin
President

8th May 2015

**International Transport Workers' Federation
Cash Flow Statement as at 31 December 2014**

	Notes	Year Ended 31 st December 2014 £'000	Year Ended 31 st December 2013 £'000
Net cash inflow from operating activities	20	<u>(4,774)</u>	<u>8,528</u>
Returns on investments and servicing of finance			
Interest and dividends		987	1,109
Rental income		143	144
		<u>1,130</u>	<u>1,253</u>
Net cash outflow from returns on investments and servicing of finance			
		1,130	1,253
Capital expenditure and financial investment			
Net purchases of investments		(10,019)	(13,592)
Purchases of tangible fixed assets		(1,827)	(3,928)
		<u>(11,846)</u>	<u>(17,520)</u>
Net cash outflow from investing activities			
		(11,846)	(17,520)
(Decrease) in cash	21	<u>(15,490)</u>	<u>(7,739)</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 2014. 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 2014 £'000	Year Ended 31st December 2013 £'000
Income			
Affiliation fees receivable		5,354	4,873
Education Projects - donor funding		494	446
Bank and loan interest		1	1
Other income		33	-
Total Income		5,882	5,320
Expenditure			
Headquarters staff costs	4	1,484	1,218
Headquarters running costs	5	120	143
Meetings, conferences and activities	6	856	859
Publications and public relations	7	250	382
Regional offices	8	1,996	1,832
Legal and professional	10	28	29
Fees, advances and balances written (back)/off	11	(59)	11
Affiliation fees written off		365	144
Assistance & donations		19	16
Education projects - donor funded expenses		494	446
General expenses	12	9	9
Foreign exchange losses		(17)	156
Total Expenditure		5,545	5,245
Surplus for the year before congress expenditure		337	75
Transfer to Congress Fund		-	(250)
Operating Surplus/(Deficit) for year		337	(175)
Pension scheme actuarial loss		(1,048)	(32)
Pension Scheme finance income		37	26
Net movement in funds after pension scheme adjustments		(674)	(181)
Fund balance brought forward		(2,434)	(2,253)
Fund balance at year end		(3,108)	(2,434)

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 2014 £'000	Year Ended 31st December 2013 £'000
Income			
Remitted by Ship owners and collecting unions:			
Welfare contributions and crew membership fees		34,030	35,760
Investment Income	2	986	1,108
Rent receivable and other income		164	263
Total Income		35,180	37,131
Expenditure			
Headquarters staff costs	4	6,427	7,121
Headquarters running costs	5	1,344	1,181
Meetings, conferences and activities	6	2,684	2,818
Publications and public relations	7	1,116	923
Regional offices	8	1,431	1,920
Inspectorate representation	9	11,298	12,001
Legal and professional fees	10	1,139	907
Assistance and donations		340	870
Contributions to IBF Fund		2,085	1,777
Fees, advances and union balances written off	11	(72)	(58)
General expenses	12	(3)	107
Foreign exchange losses/(gains)		918	1,122
Depreciation Charges	13	1,069	1,025
Gift aid in favour of the ITF Seafarers' Trust	3	11,100	1,000
Total expenditure		40,876	32,714
Transfer to Congress Fund	19	(1,032)	-
Operating (deficit)/surplus for the year		(6,728)	4,417
Investment revaluation		3,718	4,945
Pension scheme actuarial loss		(4,471)	(145)
Pension Scheme finance income		156	118
Net movement in funds		(7,325)	9,335
Fund balance brought forward		89,757	80,421
Fund balance at year end		82,432	89,756

International Transport Workers' Federation

Notes to the Financial Statements

2. Investment Income

	General Fund	Welfare Fund	Total 2014	Total 2013
	£'000	£'000	£'000	£'000
Interest and dividends	1	986	987	1,109
	1	986	987	1,109

3. Gift aid

Gift aid in favour of the ITF Seafarers' Trust (a registered charity)	-	11,100	11,100	1,000
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4. Headquarters staff costs

	£'000	£'000	£'000	£'000
Salaries	2,530	2,978	5,508	5,215
Staff benefits and ex-gratia payments	78	126	204	1,217
Social security	270	291	561	561
Pension and employee insurance contributions	322	1,284	1,606	1,264
Staff training and recruitment	47	64	111	157
	3,247	4,743	7,990	8,414
Salaries costs recharged from General Fund	(1,684)	1,684	-	-
Charge to ITF Seafarers' Trust	(79)	-	(79)	(75)
Congress expenditure	-	-	197	-
	1,484	6,427	8,108	8,339

5. Headquarters running costs

	£'000	£'000	£'000	£'000
Rent, rates, services and building maintenance	107	578	685	649
Computer systems maintenance	-	479	479	393
Stationery and office supplies	8	56	64	42
Data communications, telephone and postage	5	231	236	239
Congress expenditure	-	-	1	-
	120	1,344	1,465	1,323

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

	£'000	£'000	£'000	£'000
Fares	358	931	1,289	1,260
Per Diems	-	140	140	-
Hotel and subsistence	199	668	867	1,015
Translations	118	114	232	342
Invitations and hospitality	19	90	109	159
Interpretation	63	82	145	183
Other meeting costs	99	515	614	608
Week of Action Costs	-	144	144	110
Congress expenditure	-	-	1,456	-
	856	2,684	4,996	3,677

	General Fund	Welfare Fund	Total 2014	Total 2013
	£'000	£'000	£'000	£'000
7. Publications and public relations				
Publication subscriptions	16	146	162	117
Printing and Production	16	249	265	201
Library purchases	-	18	18	2
Graphic design and creative	7	36	43	62
Despatching costs	8	15	23	67
Other publications and research	182	593	775	796
Audio Visual	18	33	51	32
Promotional material	3	26	29	29
Congress expenditure	-	-	129	-
	250	1,116	1,495	1,306

	£'000	£'000	£'000	£'000
8. Regional offices				
Africa: Nairobi	409	188	597	545
Ouagadougou	101	56	157	160
Arab World: Amman	325	45	370	597
Asia Pacific: Delhi	234	134	368	471
Tokyo	150	83	233	260
Sydney	16	210	226	221
Americas: Rio de Janeiro	534	297	831	951
Europe: ETF	227	418	645	547
	1,996	1,431	3,427	3,752

	£'000	£'000	£'000	£'000
9. Inspectorate representation (Welfare Fund)				
Salaries		8,238	8,238	8,338
Hotel and travel		784	784	1,449
Office and other costs		1,298	1,298	1,257
		10,320	10,320	11,044
Inspectorate development		978	978	957
		11,298	11,298	12,001

	£'000	£'000	£'000	£'000
10. Legal and professional fees				
Audit and accountancy fees	16	58	74	68
General legal fees	-	304	304	334
Other professional fees	12	777	789	534
	28	1,139	1,167	936

	£'000	£'000	£'000	£'000
11. Provisions for fees, advances and union account balances				
Amounts written back in year	(59)	(72)	(131)	(47)
	(59)	(72)	(131)	(47)

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

	General Fund £'000	Welfare Fund £'000	Total 2014 £'000	Total 2013 £'000
Bank charges and interest	6	92	98	103
Investment management fees rebated	-	(140)	(140)	(4)
General expenses	3	45	48	18
	9	(3)	5	117

During 2014 Investment management fees of £142k (2013 £157k) were charged directly to the investment portfolios

13. Tangible fixed assets (Welfare Fund)

	Land and Buildings £'000	Furniture and equipment £'000	Computer Systems £'000	Motor Vehicles £'000	Total £'000
Cost					
1 January 2014	9,901	1,067	2,617	35	13,620
Additions	857	81	889	-	1,827
31 December 2014	10,758	1,148	3,506	35	15,447
Depreciation					
1 January 2014	2,125	247	2,030	18	4,420
Charge for the year	215	197	646	11	1,069
31 December 2014	2,340	444	2,676	29	5,489
Net book value					
31 December 2014	8,418	704	830	6	9,958
31 December 2013	7,776	820	586	17	9,199

During the year the reception, kitchen and bathroom facilities located at ITF's international headquarters in London were completely refurbished.

	Year ended 31 st December 2014 £'000	Year ended 31 st December 2013 £'000
14. Investments (Welfare Fund)		
Cost		
Fixed interest securities and bond funds	22,416	18,535
Equities and property unit trusts	37,364	29,965
	59,780	48,500
Add revaluation reserve		
Attributable to:		
Fixed interest securities and bond funds	551	(36)
Equities and property unit trusts	8,340	6,471
Market Valuation at 31 December 2014	68,671	54,935

	General Fund £'000	Welfare Fund £'000	Total 2014 £'000	Total 2013 £'000
15. Debtors				
Amounts owed by affiliated unions:				
Affiliation fees	130	-	130	735
Other	883	893	1,776	1,569
Inter fund	2,657	(2,657)	-	-
Amounts owed by Seafarers' Trust	80	-	80	1,998
Income tax recoverable	-	65	65	54
Advances and debtors	85	562	647	1,046
	3,835	(1,137)	2,698	5,402

Affiliation fees due are stated net of provision of £1,047,365 (2013: £811,932).

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.

	General Fund £'000	Welfare Fund £'000	Total 2014 £'000	Total 2013 £'000
16. Creditors: due within one year				
Creditors and advances	5,144	498	5,642	5,843
Accrued expenses	-	1,612	1,612	2,181
Amount owed to Seafarers' Trust	-	23	23	-
	5,144	2,133	7,277	8,024

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.~~

	Total 2014 £'000	Total 2013 £'000
18. Solidarity Fund		
Balance at 1 January	9	39
Receipts	-	-
Grant paid	-	(30)
Balance at 31 December 2014	9	9

19. Congress Fund	Total 2014	Total 2013
	£'000	£'000
Balance at 1 January	750	500
Transfer from Welfare Fund/General Fund	1,032	250
Congress expenditure	(1,782)	-
Balance at 31 December 2014	-	750

Congress expenditure is detailed in notes 4,5,6 and 7.

20. Reconciliation of net (deficit) / surplus to net cash flow from operating activities	Year ended 31st December 2014	Year ended 31st December 2013
	£'000	£'000
Net (deficit)/surplus	(7,141)	4,463
Depreciation charge	1,069	1,025
Pension scheme special payments and adjustments (FRS 17):		
Contributions paid	(1,144)	(972)
Current service cost charged to expenditure	1,595	1,247
Investment income net of charges included in unit price of investments		(1)
Investment income	(987)	(1,109)
Rental income	(143)	(144)
(Decrease) in debtors	2,704	1,999
(Decrease)/Increase in creditors	(727)	2,019
Net cash inflow from operating activities	(4,774)	8,528

21. Analysis of changes in cash during the year	£'000	£'000
Balance at 1 January 2014	34,466	42,205
Decrease in cash	(15,490)	(7,739)
Balance at 31 December 2014	18,976	34,466

22. Analysis of cash as shown in the balance sheet	£'000	£'000
Cash at bank	18,461	34,250
Cash held by investment managers	515	216
Balance at 31 December 2014	18,976	34,466

23. Tax on ordinary activities	Year ended 31 st December 2014 £'000	Year ended 31 st December 2013 £'000
UK tax (credit)/charge (Loss)/Profit on ordinary activities multiplied by standard rate of UK tax of 21.49% (2013:23.25%)	(1,535)	1,037
Non taxable income net of unrelieved operating losses	(823)	(1,469)
Disallowable expenditure	49	-
Non-trade charge unutilised	2,386	233
Pension scheme adjustments	-	-
Movement in deferred tax not recognised	(77)	199
Actual tax credit	-	-

24. Analysis of net assets between funds

	Congress Fund £'000	General Fund £'000	International Solidarity Fund £'000	Welfare Fund £'000	Total ITF 2014 £'000
Fixed assets	-	-	-	9,958	9,958
Investments	-	-	-	68,671	68,671
Cash held by investment managers	-	-	-	515	515
Cash	-	1,069	-	17,392	18,461
Debtors	-	1,178	-	1,520	2,698
Creditors	-	(5,244)	-	(2,133)	(7,377)
Inter fund balances	-	2,648	9	(2,657)	-
Pension provision	-	(2,759)	-	(10,834)	(13,593)
	-	(3,108)	9	82,432	79,333

25. Capital commitments

There were no capital commitments at 31 December 2014.

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 2014 and updated to 31 December 2014 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:

	2014	2013
	£'000	£'000
Present value of funded obligations	(45,223)	(36,213)
Fair value of plan assets	31,630	28,397
	<hr/>	<hr/>
Amounts in the balance sheet	(13,593)	(7,816)
Liabilities	(13,593)	(7,816)
	<hr/>	<hr/>
Net liability	(13,593)	(7,816)
	<hr/>	<hr/>
Attributable to General Fund (20%)	(2,759)	(1,662)
Attributable to Welfare Fund (80%)	(10,834)	(6,154)
	<hr/>	<hr/>
	(13,593)	(7,816)

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

	2014	2013
	£'000	£'000
Opening defined benefit obligation	36,213	33,838
Service cost	1,595	1,247
Interest cost	1,691	1,507
Employee contributions	273	221
Actuarial loss	6,202	48
Benefits paid	(751)	(648)
	<hr/>	<hr/>
Defined benefit obligation at end of year	45,223	36,213

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

	2014	2013
	£'000	£'000
Opening fair value of scheme assets	28,397	26,331
Expected return on assets	1,884	1,652
Actuarial gain / (loss)	683	(131)
Employer contributions	1,144	972
Employee contributions	273	221
Benefits paid	(751)	(648)
	<hr/>	<hr/>
Fair value of scheme assets at year end	31,630	28,397

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

	2014	2013
	£'000	£'000
Current service cost	(1,595)	(1,247)
Expected return on scheme assets	1,884	1,652
Interest on pension liabilities	(1,691)	(1,507)
	<hr/>	<hr/>
Total amount charged within operating surplus	(1,402)	(1,102)
Actuarial losses	(5,519)	(179)
	<hr/>	<hr/>
Total amount charged to Income and Expenditure Account	(6,921)	(1,281)
	<hr/>	<hr/>
Attributable to General Fund	(1,314)	(237)
Attributable to Welfare Fund	(5,607)	(1,044)
	<hr/>	<hr/>
	(6,921)	(1,281)
	<hr/>	<hr/>

The ITF expects to contribute £1.14 million to its defined benefit pension scheme in 2015.

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

	2014	2013
Diversified Growth Fund assets/Equities	63%	65%
Bonds	17%	16%
Gilts	6%	5%
Cash	1%	1%
Other assets	13%	13%

The overall expected return on assets assumption of 5.95% as at December 2014 (2013 6.6%) 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

	2014	2013
	£'000	£'000
The actual return on scheme assets in the year	2,567	1,521

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

	2014	2013
Discount rate	3.60%	4.60%
Expected rate of return on scheme assets	5.90%	6.60%
Rate of inflation (CPI)	2.20%	2.50%
Rate of inflation (RPI)	3.20%	3.50%
Rate of increase in salaries	4.20%	4.50%
Rate of increase for deferred pensioners	2.20%	2.50%
Rate of increase of pensions in payment:		
- at RPI up to 5% pa	3.10%	3.40%
- at RPI up to 4% pa	3.00%	3.20%

Proportion of employees opting for early retirement

100% of active members at age 60

Life expectancy	Year Ended 31/12/2014		Year Ended 31/12/2013	
	Male	Female	Male	Female
Life expectancy for someone aged 65 in 2014	23.8 years	25.1 years	23.7 years	25.0 years
Life expectancy at age 65 for someone aged 45 in 2014	25.5 years	27.0 years	25.5 years	26.9 years

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

	2014 £'000	2013 £'000	2012 £'000	2011 £'000	2010 £'000
Defined benefit obligation	(45,223)	(36,213)	(33,838)	(28,782)	(25,231)
Scheme assets	31,630	28,397	26,331	22,941	22,144
(Deficit)	(13,593)	(7,816)	(7,507)	(5,841)	(3,087)
Gains/(losses) on scheme liabilities:					
Due to experience	973	-	-	676	-
Due to change of basis	(7,175)	(48)	(3,054)	(2,412)	(1,132)
Experience (losses)/gains on scheme assets	683	(131)	1,515	(940)	1,025