

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	UNITED VOICES OF THE WORLD			
Year ended:	SUNDAY 31ST DECEMBER 2023			
List no:				
Head or Main Office address:	144 CAMBRIDGE HEATH ROAD			
	BETHNAL GREEN			
	LONDON			
Postcode	E1 5QJ			
Website address (if available)	https://www.uvwunion.org.uk/en			
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/>	(‘X’ in appropriate box)
General Secretary:	PETROS ELIA			
Telephone Number:	7884553443			
Contact name for queries regarding the completion of this return	SARAH FINKE			
Telephone Number:	7746108196			
E-mail:	sarah.finke@uvwunion.org.uk			

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

Contents

Trade Union's details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Analysis of income from federation and other bodies and other income.....	4
Analysis of benefit expenditure shown at general fund.....	5
Accounts other than the revenue account/general fund.....	6-8a
Political fund account.....	9-9vii
Analysis of administrative expenses	10
Analysis of officials' salaries and benefits.....	11
Analysis of investment income.....	12
Balance sheet as at.....	13
Fixed assets account.....	14
Analysis of investments.....	15
Analysis of investment income (controlling interests).....	16
Summary Sheet.....	17
Summary sheet (Only for Incorporated Bodies).....	17a
Information on Industrial action ballots.....	18-19
Information on Industrial action.....	20-21
Notes to the accounts.....	22
Accounting policies.....	23
Signatures to the annual return.....	23
Checklist.....	23
Checklist for auditor's report.....	24
Auditor's report (continued).....	25
Membership audit certificate.....	i-iii
Guidance on completion.....	26

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
	3,521				3,521
Total	3,521				A 3,521

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

3,521

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

Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
EXECUTIVE COMMITTEE			
CHANGES OVERLEAF			

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:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held and date elected
PETROS ELIA	GENERAL SECRETARY, ELECTED 23/10/23
SUSANA BENAVIDES	EXECUTIVE COMMITTEE, ELECTED 23/10/23
ERALDO STRUMIELLO	EXECUTIVE COMMITTEE, ELECTED 23/10/23
BARBARA ROCHA DE ABRAHAMS	EXECUTIVE COMMITTEE, ELECTED 23/10/23
JULIA VEROS GONZALEZ	EXECUTIVE COMMITTEE, ELECTED 23/10/23
PERCY YUNGANINA	EXECUTIVE COMMITTEE, ELECTED 23/10/23
WILSON TOVAR	EXECUTIVE COMMITTEE, ELECTED 23/10/23
ORNELLA OSPINO	EXECUTIVE COMMITTEE, ELECTED 23/10/23
ANGELA CAMACHO	EXECUTIVE COMMITTEE, ELECTED 23/10/23
GRZEGORZ PRIOTT GUT	ELECTED TO EC 1/11/21, TERM ENDED 23/10/23
ASKA WELFORD	ELECTED TO EC 1/11/21, TERM ENDED 23/10/23
MONTSE YOZA	ELECTED TO EC 1/11/21, TERM ENDED 23/10/23
KATIE NELSON	ELECTED TO EC 1/11/21, TERM ENDED 23/10/23
BILE JEAN AZOUHAN	ELECTED TO EC 1/11/21, TERM ENDED 23/10/23
MONICA HURTADO	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
LOUIS RICHES	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
JIMI CULLEN	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
JAKE MARVIN	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
MINA KARENINA	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
AUDREY WHORNE	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23
LAURA CASTIGLIONE	ELECTED TO EC 1/9/22, TERM ENDED 23/10/23

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		401,366
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		401,366
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	108,626	
Total of other income (as at page 4)		108,626
		Total income
		509,992
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		384,900
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
		Total expenditure
		384,900
		Interfund Transfers OUT
		Surplus (deficit) for year
		125,092
		Amount of general fund at beginning of year
		-39,487
		Amount of general fund at end of year
		85,605

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
LEGAL SERVICES	42,769
DONATIONS	65,857
Total other sources	108,626
Total of all other income	108,626

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

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

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Strike Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	DONATIONS & FUNDRAISING		9,663
	Total other income as specified		9,663
	Total Income		9,663
	Interfund Transfers IN		
Expenditure			
	Benefits to members		15,237
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		15,237
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-5,574
	Amount of fund at beginning of year		82,882
	Amount of fund at the end of year (as Balance Sheet)		77,308
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 21 and 23)

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

Fund 5		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 21 and 23)

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

Fund 7		Fund Account		
Name:		£	£	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
	Total Income			
	Interfund Transfers IN			
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		Total Expenditure		
		Interfund Transfers OUT		
		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 21 and 23)

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

Fund 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period	
Expenditure A (as at page i)	
Expenditure B (as at page ii)	
Expenditure C (as at page iii)	
Expenditure D (as at page iv)	
Expenditure E (as at page v)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	
	Total expenditure
	Surplus (deficit) for year
	Amount of political fund at beginning of year
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)
	Number of members at end of year contributing to the political fund
	Number of members at end of the year not contributing to the political fund
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund

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

Political fund account expenditure (c)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office
--

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Total			

Political fund account expenditure (f)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
Total	

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

(see notes 34 and 35)

	£
Administrative Expenses	
Remuneration and expenses of staff	255,057
Salaries and Wages included in above	255,057
Auditors' fees	6,576
Legal and Professional fees	34,069
Occupancy costs	46,270
Stationery, printing, postage, telephone, etc.	14,712
Expenses of Executive Committee (Head Office)	
Expenses of conferences	
Other administrative expenses (specify)	
OFFICE EXPENSES	9,833
MOTOR, TRAVELLING & SUBSISTENCE	5,503
SUBSCRIPTIONS	3,681
BANK CHARGES	1,726
INTEREST	2,106
INSURANCE	4,129
SUNDRY EXPENSES	1,238
Other Outgoings	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
tretert	
Total	384,900
Charged to:	
General Fund (Page 3)	384,900
Strike Fund	
Total	384,900

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		Total investment income	
Credited to:		General Fund (Page 3)	
		Strike Fund	
		Political Fund	
		Total Investment Funds	

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year			4,108			4,108
Additions			771			771
Disposals						
Revaluation/Transfers						
At end of year			4,879			4,879
Accumulated Depreciation						
At start of year			532			532
Charges for year			1,000			1,000
Disposals						
Revaluation/Transfers						
At end of year			1,532			1,532
Net book value at end of year			3,347			3,347
Net book value at end of previous year			3,575			3,575

Analysis of investments

(see notes 58 and 59)

		All Funds Except Political Funds £	Political Fund £
Quoted	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)		
	Market Value of Quoted Investment		
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		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	401,366		401,366
From Investments			
Other Income (including increases by revaluation of assets)	118,289		118,289
Total Income	519,655		519,655
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	400,137		400,137
Funds at beginning of year (including reserves)	43,395		43,395
Funds at end of year (including reserves)	162,913		162,913
Assets			
Fixed Assets			3,347
Investment Assets			
Other Assets			222,165
		Total Assets	225,512
Liabilities		Total Liabilities	62,599
Net Assets (Total Assets less Total Liabilities)			162,913

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Liabilities)			

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

(see notes 74 to 80)

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

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment. of one or more workers:

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

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

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Information on Industrial Action Ballots

Name of Organisation:		UNITED VOICES OF THE WORLD			Reporting Period	1/1/23 - 31/12/23		
Did the union hold any ballots in respect of industrial action during the return period?				<u>Yes</u>	For each ballot held please complete the information below			
If yes, how many ballots were held?								
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot?
1	6	4	3	1	0	Yes	No	
2	17	14	12	2	0	Yes	No	
3	5	5	4	1	0	Yes	No	
4	7	7	7	0	0	Yes	No	
5	5	4	4	0	0	Yes	No	
6	21	14	13	1	0	Yes	No	
7	7	7	7	0	0	Yes	No	
8	25	20	19	1	0	Yes	No	
9	8	7	7	0	0	Yes	No	
10	12	10	10	0	0	Yes	No	

Information on Industrial Action

Name of Organisation:					Reporting Period	
Did Union members take industrial action during the return period in response to any inducement on the part of the union?				<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute	
1	A	21-25 July 2023	5	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such</p>	
2	A	12-20 June 2023	6	Strike Action		
3	A	13,14,18,19, 20 July 2023	5	Strike Action		
4	A	13,14,18,19, 20 July 2023	5	Strike Action		
5	A	13,14,18,19, 20 July 2023	5	Strike Action		
6	A	13,14,18,19, 20 July 2023	5	Strike Action		
7	A	13,14,18,19, 20 July 2023	5	Strike Action		
8	A	4-7 July 2023	4	Strike Action		

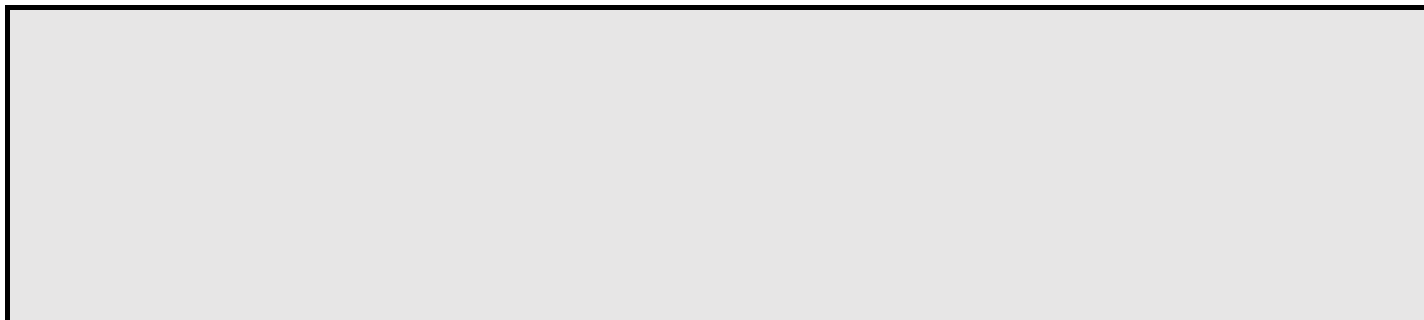
Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to t

Accounting policies

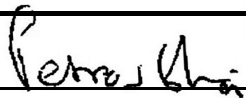

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	PETROS ELIA	Name:	PERCY YUNGANINA (TREASURER)
Date:	Wednesday 31 July 2024	Date:	Wednesday 31 July 2024

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

AS ATTACHED.

Signature(s) of auditor or auditors:

Rekha Shah

Name(s):

Rekha Shah
Able & Young Ltd

Profession(s) or Calling(s):

Association of Chartered Certified Accountants

Address(es):

Airport House
Purley Way
Croydon
Surrey

Postcode

CR0 0XZ

Date

31/07/2024

Contact name for inquiries and telephone number:

Rekha Shah - 0208 915 1086

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

**REPORT OF THE EXECUTIVE COMMITTEE AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
UNITED VOICES OF THE WORLD**

UNITED VOICES OF THE WORLD

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Page
Trade Union Information	1
Report of the Executive Committee	2-3
Income Statement	4
Balance Sheet	5
Notes to the Financial Statements	6-7
Report of the Auditors	8-10
Detailed Profit and Loss Account	11

UNITED VOICES OF THE WORLD

**COMPANY INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2023**

REGISTERED OFFICE: Pelican House
144 Cambridge Heath Road
London
E1 5QJ

REGISTERED NUMBER: 816T

AUDITORS: Able & Young Ltd
Chartered Certified Accountants
Airport House
Croydon
Surrey
CR0 0XZ

UNITED VOICES OF THE WORLD

REPORT OF THE EXECUTIVE COMMITTEE FOR THE YEAR ENDED 31 DECEMBER 2023

The Executive committee present their report with the financial statements of the company for the year ended 31 December 2023.

EXECUTIVE COMMITTEE

The Executive Committee shown below have held office during the following periods:

Elected October 2023

Petros Elia
Maria Susana Benavides Guaman
Eraldo Strumiello
Barbara Rocha de Abrahams
Julia Veros Gonzalez
Percy Yunganina
Wilson Tovar
Ornelta Ospino
Angela Camacho

Term ended October 2023

Grzegorz Priott Gut
Aska Welford
Montse Yoza
Katie Nelson
Bile Jean Azouhan
Monica Hurtado
Louis Riches
Jimi Cullen
Jake Marvin
Mina Karenina
Audrey Whorn
Laura Castiglione

STATEMENT OF EXECUTIVE COMMITTEE' RESPONSIBILITIES

The executive committee are responsible for preparing the Report of the Executive Committee and the financial statements in accordance with applicable law and regulations.

Trade Union law requires the executive committee to prepare financial statements for each financial year. Under that law the executive committee have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under union law the executive committee must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the union and of the profit or loss of the union for that period. In preparing these financial statements, the executive committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue in business.

The executive committee are responsible for keeping adequate accounting records that are sufficient to show and explain the union's transactions and disclose with reasonable accuracy at any time the financial position of the union . They are also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

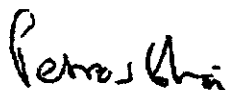
STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the executive committee are aware, there is no relevant audit information of which the union's auditors are unaware, and each committee member has taken all the steps that he or she ought to have taken as a committee member in order to make himself or herself aware of any relevant audit information and to establish that the union's auditors are aware of that information.

ON BEHALF OF THE EXECUTIVE COMMITTEE

Petros Elia - General Secretary

Date 30th July 2024



UNITED VOICES OF THE WORLD

**INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	2023 £	2022 £
REVENUE		519,655	557,603
Administrative expenses		<u>(400,137)</u>	<u>(755,697)</u>
OPERATING (LOSS)/PROFIT BEFORE TAXATION		119,518	(198,094)
Tax on profit	3	<u>-</u>	<u>-</u>
(LOSS)/PROFIT FOR THE FINANCIAL YEAR		<u>119,518</u>	<u>(198,094)</u>

UNITED VOICES OF THE WORLD (REGISTERED NUMBER: 816T)

BALANCE SHEET
31 DECEMBER 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	3	3,347	3,575
CURRENT ASSETS			
Debtors	5	6,431	8,612
Cash at bank		<u>215,734</u>	<u>120,332</u>
		222,165	128,944
CREDITORS			
Amounts falling due within one year	6	<u>62,599</u>	<u>89,124</u>
NET CURRENT ASSETS		<u>159,566</u>	<u>39,820</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>162,913</u>	<u>43,395</u>
RESERVES			
Strike Fund	7	77,308	82,882
General Fund	7	<u>85,605</u>	<u>(39,487)</u>
		<u>162,913</u>	<u>43,395</u>

The financial statements were approved by the Board of Executive Committee and authorised for issue on 30th July 2024 and were signed on its behalf by:



Petros Elia - General Secretary

UNITED VOICES OF THE WORLD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The financial statements have been prepared under the historical cost convention.

Income

Income consists of members subscriptions, donations and grants.

2. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 12 (2022 - 27).

3. Tangible fixed assets

Cost

At 1 January 2023 4,108

Cost (Additions) 772

At 31 December 2023 4,879

Depreciation

At 1 January 2023 532

Charge for the year 1,000

At 31 December 2023 1,532

Net Book value

As at 31/12/2022 3,575

As at 31/12/2023 3,347

Depreciation policy is 25% reducing balance basis.

4. TAXATION

The Union is exempt from tax.

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	420	-
Other debtors	<u>6,011</u>	<u>8,612</u>
	<u>6,431</u>	<u>8,612</u>

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade Creditors	21,856	25,273
Social security and other taxes	28,484	42,764
Other creditors	1,706	2,998
Accruals and deferred income	<u>10,553</u>	<u>18,089</u>
	<u>62,599</u>	<u>89,124</u>

7. RESERVES

	General Fund	Strike Fund	Totals
	£	£	£
At 1 January 2023	(39,487)	82,882	43,395
Profit/(Loss) for the year	119,518	-	119,518
Transfer	5,574	(5,574)	-
	<u>85,605</u>	<u>77,308</u>	<u>162,913</u>
At 31 December 2023	<u>85,605</u>	<u>77,308</u>	<u>162,913</u>

8. RELATED PARTY DISCLOSURES

People who were members of the Executive Committee received salaries as follows:

Petros Elia £28,080 (2022: £33,696)
Susana Benavides £28,080 (2022: 28,080)

9. STRIKE FUND MOVEMENTS

The union have prepared a cash flow forecast for the next 12 months to give comfort over their going concern over the next 12 months.

10. APB ETHICAL STANDARD - Provision available for small entities

In common with many other businesses of our size and nature we use our auditors to prepare and submit payroll returns to the tax authorities and to assist with the preparation of the financial statements.

11. CONTINUANCE OF BUSINESS

The Executive Committee has considered the future business plans and believe that preparation of the financial statements on the going concern basis is still appropriate.

UNITED VOICES OF THE WORLD

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF UNITED VOICES OF THE WORLD

Independent Auditor's Report to the Members of United Voices of the World Opinion

We have audited the financial statements of the United Voices of the World (the "Union") for the year ended 31 December 2023 which comprise the Income Statement, Balance Sheet and Notes to the Financial Statements including a summary of significant accounting policies. The financial framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Unions' affairs as at 31 December 2023 and of its results for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidated) Act 1992.

Basis of Opinion

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

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

UNITED VOICES OF THE WORLD

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF UNITED VOICES OF THE WORLD

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

Responsibilities of the Officers

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

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities including fraud is detailed below:
Identifying and assessing risks related to irregularities

We assessed the susceptibility of the Company's financial statements to material misstatement and how fraud might occur. We discussed this with the treasurer being the main contact person. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the trade union by discussion with the treasurer and by updating our understanding of the sector in which the United Voices of the World operates.

Laws and regulations of direct significance in the context of the union include the Trade Union and Labour Relations (Consolidation) Act 1992.

Audit response to risks identified

We discussed the company's policies and procedures for compliance with laws and regulations with the treasurer. We also addressed the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments assessing whether judgement made in making accounting estimates are indicative of potential bias.

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

Use of our Report

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

Rekha Shah

Rekha Shah (Senior Statutory Auditor)
For and on behalf of Able & Young Ltd
Chartered Certified Accountants
Airport House
Purley Way
Croydon
Surrey
CR0 0XZ

Date:30 JULY 2024.....

UNITED VOICES OF THE WORLD

DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023		2022	
	£	£	£	£
Turnover				
Members subscriptions	401,366		406,275	
Donations	1,595		1,981	
Strike fund	9,663		25,782	
Trust for London	49,500		24,500	
Latin American Women's Rights Service	-		1,210	
Black Lives Matter UK	-		15,000	
Tribunal income	42,769		49,751	
Rosa Luxemburg Stiftung	5,612		22,465	
Other income	<u>9,150</u>		<u>10,639</u>	
		519,655		557,603
Expenditure				
Rent	45,686		53,603	
Rates	584		-	
Staff	255,057		583,629	
Post, IT, stationery and telephone	14,712		18,917	
Travelling & Subsistence	4,098		5,115	
Strike pay	15,237		48,109	
Subscriptions	3,681		4,928	
Sundry expenses	238		230	
Bank charges	1,726		90	
Motor expenses	1,405		1,595	
Depreciation	1,000		532	
Audit & Accountancy	6,576		7,152	
Members support	-		2,430	
Office expenses	9,833		9,333	
Insurance	4,129		1,864	
Interest	2,106		656	
Legal and professional	<u>34,069</u>		<u>17,514</u>	
		<u>400,137</u>		<u>755,697</u>
NET PROFIT/(LOSS)		<u>119,518</u>		<u>(198,094)</u>

Membership audit certificate

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

(See notes 97 to 103)

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

No

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

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

Membership audit certificate Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

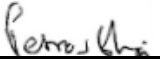
Section two

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

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

Yes

If "No" Please explain below:

Signature	
Name	PETROS ELIA
Office held	GENERAL SECRETARY
Date	31/07/2024