



TRANSPORT WORKERS BUILDING POWER

Congress Proceedings

**ITF 44th Congress
Singapore 2018**





FOREWORD

TRANSPORT
WORKERS
BUILDING
POWER

Holding the 44th ITF Congress in October 2018 in Singapore was significant for several reasons. Singapore has been at the forefront of the 'future of work' for many years. It offers an important example of the sustainable introduction of new technology in transportation, the economy and society.

Congress addressed this important and sometimes difficult issue and we asked ourselves many challenging questions. 2,000 participants agreed an ambitious programme for the next five years for transport workers around the world to make sure new technology can benefit them and their unions. To address the entrance of technology companies into many transport sectors, Congress endorsed these new employers as one of our areas of focus.

Singapore is also seen by many as one of the most significant hubs in the Asia Pacific region. As the region is one of the major growth areas for transportation, Congress decided Asia Pacific should be the second of our four areas of focus. The port and airport in Singapore are two of the biggest and most advanced in the world. This provided an important background for Congress deciding that the aviation sector and flags of convenience (FOC) campaign should be the other two areas of focus over the next five years.

Participants agreed to build transport workers' power in an era of technological change in three powerful ways: by growing and activating membership, through innovative campaigning, and by influencing global and regional policy. We must write the rules of the digital economy, represent these new transport workers, and fight to make sure they become a reality.

This Congress showed the world the power of our informal, women and youth membership in the twenty-first century. A record 443 women (129 delegates; 314 advisers) and 280 youth (73 delegates; 207 advisers) participated in Congress, representing 24% attendance. Young workers will continue to represent more of the workforce than ever before. We will continue to empower women and demand a fair and balanced economy.

I thank each and every participant for shaping the platform for the next five years through open debate and the sharing of experiences. The ITF is recognised as one of the most influential global union federations and that is because of the power of ITF affiliates through you.

The experience of the Singapore Congress was like no other; through fringe events, learning journeys and virtual reality, delegates were able to place themselves at the centre of the key issues of today and tomorrow.

Long live the ITF!

Steve Cotton
General Secretary

CONGRESS IN NUMBERS

TRANSPORT WORKERS
BUILDING POWER



28,806

WEBSITE USERS



280
YOUTH



5,265

TWEETS



13.8M

HASHTAG IMPRESSIONS



443

WOMEN



126

COUNTRIES



1856

PARTICIPANTS



456

UNIONS

CONGRESS IN NUMBERS

PROGRAMME



PARTICIPANTS



1856

PARTICIPANTS



456

FROM UNIONS



126

FROM COUNTRIES

REPRESENTING

5,216,205

MEMBERS

COMMUNICATION

#ITFCONGRESS2018

11.5M impressions
95K engagements
2,698 messages received

www.itfcongress2018.org

28,806 users
117,000 page views
42,830 sessions

#ITFCongress2018 #YourCongressYourVoice

13.8M impressions
5,265 tweets
1,774 contributors

Congress Event App

1,533 participants logged in
331,882 page views
3,321 personalised sessions
584 questions asked

Contents

Summary of plenary session proceedings	10
Presidential address	11
Addresses by host organisation and distinguished guests	12
Adoption of the agenda	14
Election of Tellers and Ballot Scrutineers	14
Adoption of Standing Orders	14
Election of Credentials Committee and Resolutions Committee	14
Obituaries	15
Report of the Credentials Committee	15
Report of the Resolutions Committee	16
Report on Activities 2014-2018	17
Congress Theme and Future Strategy: Transport Workers Building Power	20
Motions and Amendments to the Constitution	29
Financial Statements and Auditors' Reports (2014 to 2017)	35
Affiliation Fees	35
Election of Governing Bodies, Auditors, General Secretary, President and Vice-Presidents	36
Location of Headquarters	36
Reports of Women Transport Workers', Young Transport Workers' and Section Conferences	40
Gold awards	41

Resolutions adopted by the ITF's 44th Congress	42
Resolution 1: Organising informal transport workers	43
Resolution 2: Global delivery supply chains and e-commerce	45
Resolution 3: Strengthening the global fight for safe rates and client responsibility	47
Resolution 4: Role of ITF national coordinating committees and national point of contact	49
Resolution 5: Promoting lesbian, gay, bisexual, transgender, queer and intersex trade union policies in other global union federations	51
Resolution 6: Support for peace on the Korean Peninsula and in East Asia and the role of transport workers	52
Resolution 7: On support for transport trade unions in Palestine	53
Resolution 8: Fixed location warehouse, logistics and terminal workers	54
Resolution 9: Protest and reputation – profound concern over labour reform	55
Resolution 10: Opposing the international attack and blockade against the Bolivarian Republic of Venezuela	58

Resolution 11: Death penalty threats against Iranian truck strike	59
Resolution 12: Motion in defence of union freedom in Argentina	60
Resolution 13: Attack on collective bargaining through competition legislation	61
Resolution 14: Yemen	62
Resolution 15: Industrial manslaughter	63
Resolution 16: Facilitating global visa policies for seafarers	64
Resolution 17: Seafarers' rights	65
Resolution 18: Mediterranean – sea of convenience	66
Resolution 19: Attack on Norwegian seafarers' jobs	67
Resolution 20: Protecting young seafarers' and dockers' rights	68
Resolution 21: River cruise campaign 2.0	69
Resolution 22: Improved international and regional labour, welfare and safety standards for IN crews in developing countries	71
Resolution 23: Improving the effectiveness of the work of the Inland Navigation section	72
Resolution 24: Tugboats and towboats	73
Resolution 25: Fisheries	74
Resolution 26: Reaffirming the ITF's full support for its organising efforts at Delta Airlines	75
Resolution 27: Safe and accessible railways	76
Resolution 28: Transdev	77
Progression of motions submitted to Congress	78

Appendices

Report of the Credentials Committee	82
First Report of the Resolutions Committee	86
Second Report of the Resolutions Committee	107
Civil Aviation Section Conference Report	123
Dockers' Section Conference Report	127
Fisheries Section Conference Report	131
Inland Navigation Section Conference Report	134
Joint Seafarers and Dockers Conference Report	137
Railway Section Conference Report	145
Road Transport Workers' Section Conference Report	148
Seafarers' Section Conference Report	152
Tourism Services Section Conference Report	156
Urban Transport Committee Report	158
Women Transport Workers' Conference Report	161
Young Transport Workers' Conference Report	165

Congress Participants

Delegates and advisers	169
Invited guests and agreed observers	207
ITF Secretariat	211
Interpreters	215
Singapore volunteers	217

SUMMARY OF PLENARY SESSIONS

Presidential address



ITF president Paddy Crumlin welcomed all delegates, advisers and observers to the ITF's 44th Congress in Singapore and thanked the Singaporean unions for hosting the event. Congress had genuine meaning. It was about prioritising, creating opportunities for the future and building the courage to go forward. Unions and workers alike, united by diversity, took pride in individual and collective identity and had the ability to turn strength into action. He spoke of Singapore's tripartite model between governments, employers and unions and how it demonstrated both willingness and determination to grow. Social dialogue with unions, like in PSA, the Singaporean global network terminal operator, had the ability to transform the work place in the future. The ITF's 44th Congress

was the biggest ever. Congratulating each delegate for being at Congress and choosing to make a difference, he emphasised that trade unions evoke change in society. Multiple policies would be developed over the course of Congress. Young workers and women workers would lead the change in political, industrial and social policies. Under the leadership of Steve Cotton, ITF general secretary, and Sharan Burrow, ITUC general secretary, the ITF was at the forefront of a movement that was reclaiming and building workers' power across the world; the ITF was on the verge of something great.

Addresses by host organisations and distinguished guests



Mary Liew, SMOU, Singapore, welcomed everyone to Singapore. With over 2,000 participants, it was a record high for an ITF Congress. She explained that there was a wide-ranging programme designed to give insights to industrial Singapore, via “learning journeys” and “gateway to Asia” social nights showcasing different Asian cultures. Over the week, delegates would gain an insight into how workers in Singapore were working with technology and shaping the future. She thanked the Singapore National Coordinating Committee and ITF staff for their work in putting everything together, wishing everyone an enjoyable Congress.



Sharan Burrow, ITUC general secretary, emphasised that transport workers were the backbone of solidarity for the global labour movement. ITF growth and strength was critical to workers’ power everywhere. She thanked the ITF for contributing to the growing global movement, reporting that the ITUC membership growth target of 200 million had been surpassed, with membership at 207 million and rising. However, growth alone was not enough; building workers’ power was key. The ITUC had three frontline campaigns to support this aim, namely to eliminate slavery, tame corporate power, and secure climate justice. She continued that organising was critical to ensure workers were able to shape technological change and the future of work, as well as to ensure labour rights were embedded in all forms of employment. Equality for women remained a global priority. As the largest democratic movement on the planet, trade unions had the leverage to realise our collective ambitions and change the rules.



Ng Chee Meng, secretary general of the Singapore National Trade Union Congress (SNTUC), thanked the ITF for bringing Congress to Singapore. He took the opportunity to share some of the challenges, thoughts and initiatives in relation to Singapore's transport landscape. On land transport, ride-hailing platforms entered the market five years previously, when apps became increasingly prevalent. Lessons for the unions on Singapore's experiences in the taxi industry were that they needed to be highly tuned to industry developments and be able to anticipate issues before they arose, as well as being prepared to learn, confront and shape technological change. Engagement with unions at the earliest possible stage, as part of the tripartite model, in both the bus and rail industries had also ensured smooth transitions for workers. In maritime, he remarked that Singapore's port workers were constantly exposed to new technologies and that, as ports were increasingly automated, a more highly-skilled workforce was required and the unions had been leading the process to prepare workers for the jobs of the future.

He went on to say how Singapore's seafarer unions had worked innovatively over the years to attract Singaporeans to a career at sea. They were now looking at ways to ensure workers were prepared for the next generation of ships and able to build careers within the sector. Across sectors, it was vital that workers were ready for the new world of work. The so-called "industry 4.0" was only meaningful if it benefitted everyone and allowed workers to achieve better wages, welfare and work prospects.

Adoption of the agenda

The agenda (44cAgenda) was unanimously **adopted** as presented.

Election of tellers and ballot scrutineers

On the recommendation of the Executive Board, the six tellers and ballot scrutineers were **elected** as follows:

1. Simon Sang, DWU, Kenya
2. Hani Qadi, GTUWATT, Jordan
3. Wayne Butson, RMTU, New Zealand
4. Vladimir Svalina, SUC, Croatia
5. Cinthia Diaz, CPOFPCM, Argentina
6. Luke Pyles, IPA, USA

Adoption of standing orders

The standing orders (44cStandingOrders) were **adopted** as presented.

Election of Credentials Committee and Resolutions Committee

On the recommendation of the Executive Board, the eleven members of the Credentials Committee were **elected** as follows:

1. Adewale Adeyanju, MWUN, Nigeria
2. Dorsaf Saihi, FNT, Tunisia
3. CA Rajasridhar, AIRF, India
4. Gwee Guo Duan, SMOU, Singapore
5. Agis Tselentis, PNO, Greece
6. Karsten John Kristensen, 3F, Denmark
7. Jaine Peacock, UNITE, Great Britain
8. Torben Seebold, VERDI, Germany
9. David Massiah, ABWU, Antigua and Barbuda
10. Mike Mayes, TWU, USA
11. Leslie Dias, UNIFOR, Canada

Congress **endorsed** the Executive Board recommendation that the 2014 Resolutions Committee handle all motions for the duration of the ITF's 44th Congress.

On the recommendation of the Executive Board, the fourteen members of the Resolutions Committee for the next inter-congress period were **elected** as follows:

1. Tabudi Abner Ramakgolo, SATAWU, South Africa
2. George Turkieh, LCCA, Lebanon
3. PM Mohammed Haneef, CPSA, India
4. Max Abad, AMOSUP, Philippines
5. Mich-Elle Myers, MUA, Australia
6. Mark Dickinson, NIUK, Great Britain
7. Brigitta Paas, FNV, Netherlands
8. Diana Holland, UNITE, Great Britain
9. Dorotea Zec, SUC, Croatia
10. Karsten John Kristensen, 3F, Denmark
11. Julian Sosa, SLF, Argentina
12. Carlos Muller, CONTTMAF, Brazil
13. Owen Herrnstadt, IAM, USA
14. Rob Ashton, ILWU, Canada

Obituaries

A minute's silence was observed in remembrance of those who have served the movement.

Report of the Credentials Committee

Introducing the report of the meeting on 14 October, **Gwee Guo Duan, SMOU, Singapore**, chair of the Credentials Committee, advised that the credentials of all but one organisation were in order. That organisation was registered to attend with observer status unless they completed affiliation during Congress.

There were 838 delegates and 1,018 advisers from 456 unions (13 of which were organisations represented by proxy) and 126 countries, with a voting strength of 5,216,205 representing approximately 90% of the 5.7 million members declared to the ITF.

The committee had also noted that there were 129 female delegates and 314 female advisers, with 98% of unions having complied with recommendations on women's representation in Congress delegations. There were 73 young delegates and 207 young advisers, with 98% of unions having complied with recommendations on young workers' representation in Congress delegations.

There was only one nomination for the election of the post of general secretary.

The report of the Credentials Committee was **adopted** as presented.



Report of the Resolutions Committee

Introducing the report of the meeting on 14 October, **Mark Dickinson, Nautilus International, Great Britain**, chair of the Resolutions Committee set out the motions to be referred to plenary or section/department conferences. Emergency motions 1, 2, 3, 4 and 5 met the criteria of being urgent and would also be referred to plenary or section/department conferences.

The first report of the Resolutions Committee was **adopted** as presented.

ITF president Paddy Crumlin introduced the following Executive Board motions to amend the constitution so that the outcomes could be implemented in the proceedings of the forthcoming section, women and youth conferences and regional electoral groups.

Motion A

Voting procedures

The Executive Board proposed this amendment with the purpose of providing a level of consistency in voting procedures between section meetings, women transport workers' conference and young transport workers' conference.

Congress delegates **voted in favour** of motion A as presented.

Motion B

Elections

The Executive Board proposed this amendment with the purpose of expanding the Executive Board by one member in reserved women's seats due to the proposed separation of the Africa and Arab World regional electoral groups; confirming the chair of the section automatically has a place on the Executive Board; and, the positions of regional vice president and regional chair should be merged into one.

Congress delegates **endorsed** the proposal to split Africa and the Arab World into separate ITF regions and **voted in favour** of motion B as presented.

ITF president Paddy Crumlin emphasised this historic moment; by recognising Africa and the Arab World as separate electoral groups, the ITF would be better equipped to build genuine regional identity, engagement and affiliate power in both regions.

Report on activities

A video marking 20 years of the Patrick's dispute on the docks in Australia was shown, delivering the inspiring message that solidarity, strength and coordinated global fightback can bring real wins and achieve a lasting legacy.

ITF general secretary Stephen Cotton

introduced the report on activities and invited affiliates to present, through testimonies of workers, how workers own their unions, own the ITF, and how we can make a difference. He added that these reports were not stand alone; all the material was for our campaigns, capacity building and reach – we have moved and we are building union power, region by region, sector by sector.

Dave Heindel, Seafarers' Section chair

introduced **Marcel van den Broek, Nautilus International**, Netherlands to present a video on the criminalisation of seafarers, told through Jelcris Rontale's story. Seafarers were too often denied access to the rules of justice, and recourse to fair representation. Working far away from home, without knowledge of local culture, language, or legal systems, seafarers continue to rely on the ITF's support.

Oystein Aslaksen, Railway Transport

Section chair introduced **CA Rajasridhar, AIRF, India** to present a video reporting on the fight against rail privatisation over the past four years. Privatisation meant pressure on wages, working time regulations and training standards. Widespread outsourcing was stripping social benefits away from railway workers, and strategies were needed to counteract this fragmentation and protect workers and communities.

Maria Cristina Cadavid Barbera, ACAV, Colombia

reported that the ITF had continued, over the previous four years, to build aviation workers' power in the Latin America and Caribbean region. Having built on the achievements of organising the region's biggest airline, LATAM, the next target was Avianca. Not only was Avianca the next biggest airline in the region, but it was one with a history of aggressive anti-unionism. With the support of the ITF LATAM/Avianca network, Colombian Avianca pilots staged the longest strike by pilots in the world, at a cost to the company of \$29 million and significant disruption. The company was also forced to hire outsourced ramp workers, directly following action by Colombian unions. Over the four years, the network grew to include the active participation of unions from Guatemala, El Salvador and Panama, meaning unions from the whole region have equipped themselves to support each other in fighting against attacks in the aviation industry.

Torben Seebold, Dockers' Section vice chair

introduced a video that demonstrated union power was about organising and sophisticated campaigning. Dockers often faced anti-union tactics used to divide, bully and demoralise the membership. The story of courage, perseverance and success by the Solidarnosc Dockers at Gdansk Container Terminal, supported by ITF Dockers and European affiliates, was also about the effectiveness of solidarity.

Asbjorn Wahl, Urban Transport Committee chair and **Nick Bramley, Inland Navigation Section chair** jointly introduced **Wol-san Liem, KPTU, Korea**, to present a video on the ITF's Our Public Transport (OPT) programme. Strengthening links between unions, the ITF was coordinating global solidarity and networking in passenger multinationals. Workers operating the Seoul Metro Line 9 - the only line run by the private sector - were pushed to accept poorer working conditions than their colleagues in the public sector. Line 9 workers began campaigning for public ownership, building support from passengers and political parties.

Tony Sheldon, Road Transport Section chair introduced **Michael Kaine, TWU, Australia**, to jointly present a video on the campaign against logistics giant Toll. The TWU led a grassroots campaign that grew to include transport unions across Asia, Australasia and North America. As a result, thousands of Toll employees around the world were now protected by an International Charter of Rights. Wherever Toll expands, unions would follow.

ETF president Frank Moreels, reported on ITF work to raise standards in the global trucking sector. The ITF ran a campaign against DHL, which achieved an agreement with the company but taught ITF some lessons in the process, in particular the need to take a smarter approach to impact transport companies in supply chains. "Economic employers" at the top of supply chains often held the power. Evidence gathered by European affiliates revealed shocking exploitation of truck drivers, and led the ITF to Ikea for the conditions in their supply chain. An active campaign brought them to the table, but the fight was far from over and the ITF was committed to continue using wide-ranging strategies to tackle Ikea and industry-wide issues. In addition, for the first time, the ITF and IUF began working with Unilever to build a due diligence model for developing real supply chain responsibility.

Johnny Hansen, Fisheries Section chair, presented a video on the fisheries campaign to protect migrant fishers in Ireland. Rights violations and widespread human trafficking continue unabated in the fishing industry today. Forced labour of migrant fishers, mainly from developing countries, is ongoing, even in Europe. The ITF and affiliates were fighting to give migrant fishers a voice and an opportunity for decent work.

Seddik Berrama, Arab World regional vice chair introduced **Fatima Ajouz, LCCA, Lebanon**, to present a video on the Qatar Airways campaign. The fastest growing airline in the world, Qatar Airways was an anti-union airline in a country with weak labour legislation. Supporting our Arab World affiliates in the campaign against anti-union Gulf carriers, the ITF has brought the airline to task for their discriminatory practices and policies to prevent workers living in fear.

Diana Holland, Women Transport Workers' Committee chair introduced **Mara Meire Amaro, SINA, Brazil**, to present a video on the women transport workers' advocacy programme. With ground-breaking global collaboration, ITF women worked with 19 affiliates in 11 countries on a women's advocacy programme. From its origin in Unifor, Canada as a workplace response to endemic gender-based violence in transport, and with support from SEKO and Union to Union in Sweden, women's activism was rapidly expanding - with life-changing impact.

Mary Liew, SMOU, Singapore, reported on progress made in the fight to end gender-based violence in the transport industry. At the ILO's 2018 International Labour Conference, violence and harassment in the world of work was on the agenda for the first time. The ITF and affiliates played a central role in the ITUC-led campaign to secure an ILO Convention on the issue, and continued to be active in the first round of discussions at the conference. Strong initial language was agreed, but employers were continuing to lobby governments to weaken it and

undermine workers' protection. Transport unions and workers needed this Convention as a critical tool in the fight to eradicate violence, and the ITF would continue to lead within the workers' group to secure it.

Oliver Richardson, Civil Aviation Section chair and **Tsuneyasu Goto, Tourism Services Section chair** jointly introduced **Joe O'Flynn, SIPTU, Ireland**, to present a video on the Ryanair campaign. Pursuing the low-cost airline model, Ryanair persistently trampled on workers' rights. In 2017, the ITF and ETF decided to take on Ryanair. Ryanair were spreading their anti-union business model across Ireland and it had implications across aviation. By the end of 2017, Ryanair announced it would finally recognise unions.

Sharon Li and **Julian Sosa, joint chairs of the Young Transport Workers' Committee** introduced **Shanitah Birungi, ATGWU, Uganda**, to present a video on how young, informal workers were being organised in Uganda, in particular boda-boda drivers and other groups of workers who had formed associations and established themselves in the trade union movement nationally, regionally and internationally.

In conclusion, **ITF general secretary Stephen Cotton** said the report showed how the ITF had increased its relevance to transport workers. It reflected growth in membership, power and influence and demonstrated the courage of working people that, in turn, served as inspiration for the future.

The floor was opened to debate.

Moncef Ben Romdhane, FNT, Tunisia, remarked that growth in membership in the Arab World region had grown multiple times over, with the ITF playing a critical role in supporting affiliates. He offered his support to both the ITF president, Paddy Crumlin, and general secretary, Stephen Cotton, but noted that big challenges lay ahead. A campaign to organise and support migrant workers in the region was underway, and there were countries such as Saudi Arabia and the United Arab Emirates that did not recognise freedom of association. However, despite the challenges, Arab World affiliates grew in power and committed to supporting all unions across the regions in the coming years.

Shiva Gopal Mishra, AIRF, India, stated that since the Delhi Congress in 1998, the strength of transport workers had continually increased. The ITF had succeeded in engaging women transport workers and young transport workers, which was critical given that more than 50% of workers in India were young and needed to be organised. Privatisation remained a major issue for Indian railway workers and working as part of the ITF programme, Indian affiliates would fiercely challenge it to ensure quality public transport for all.

The report on activities was **adopted** as presented.

Plenary was then suspended, reconvening after the intervening conferences.

CONGRESS THEME AND FUTURE STRATEGY: TRANSPORT WORKERS BUILDING POWER

ITF assistant general secretary Rob Johnston, introduced the Congress theme document. The document set out a challenge to all affiliates to ensure the global trade union movement continued to grow over the coming years, and the backdrop to the challenge was the so-called “digital revolution” that would define a generation and the future of work. He said we needed to be clear about the challenges. The corporate narrative on automation said jobs would inevitably be lost and workers were powerless to stop it. However, research showed that tasks would be automated, not jobs. Automation was a policy choice, not a certainty, and it was not a new phenomenon to transport workers. The ITF had always been engaged in the evolution of transport and we would continue to be so. Society can decide on the effects of technology, and it would exacerbate inequality only if we allowed it. Organising was a critical part of the fight back. Women were 15% more likely to see job tasks automated than men. 80% of young workers were in informal employment. The ITF needed to fight to stop vulnerable groups becoming the exploited underclass in the future of transport. Transport workers would build power by increasing the representation and participation of young workers, by ensuring women continued to lead demands for a fairer, more balanced economy, and through genuine international solidarity. The ITF family needed to increase membership and activism, carry out strong, affiliate-led campaigns, and be stronger in influencing policy-makers. Data was the oil of the modern economy and workers needed to own it as part of a wide-ranging plan to shape the future of work.

As a result of wide-ranging consultation through the sections and regions, encompassing a host of issues from climate change to section-specific priorities, the **ITF general secretary Stephen Cotton** presented the ITF global strategic plan.

ITF GLOBAL STRATEGIC PLAN

VISION

Transport workers building power

STRATEGIC DIRECTIONS

Growing and activating membership

Innovative campaigning

Influencing global and regional policy

AREAS OF FOCUS

Existing and new affiliates
Campaign pipeline
Transport growth
Informal, women, youth

Setting precedents
Affiliate leadership
Tech change
Digital tools

Trade policy
Tech change
Labour standards

DESIGNATED GROWTH AREAS

Aviation

FOC campaign

Tech employers

Asia Pacific

KEY STRATEGIES - BUILDING ON THE 4 LEVERS STRATEGIES

Consolidating hubs and corridors

Influencing lead industry players

Following geographic shifts

Shaping technology

He highlighted that **aviation** was expected to grow 33% by 2022 and more initiatives were needed across the sector to prevent the race to the bottom. Women and young workers needed to play a leading role; the **FOC campaign** had celebrated 70 years in 2018, and now was the time to push for 100% coverage of FOC vessels to both defend seafarers and extend leverage along supply chains; **"Tech employers"** were increasing prevalence in different sectors and the ITF needed new strategies to fight the threat they posed to workers' rights. Giants such as Amazon were putting huge pressure on supply

chains and workers needed union power in response; and, **Asia** remained the modern engine of the world economy with huge potential growth.

Automation and digitalisation presented key challenges and opportunities. Focus on the future of work was about representation within structures and campaigns to deliver a stronger, more supportive ITF.

The three strategic directions were presented through panel discussions and speakers.

Growing and activating membership

A panel discussion on growing and activating membership was led by the following panellists:

Len McCluskey, UNITE, Great Britain
Roberto Feurtado, UCOC, Panama
Dorothy Nandera, ATGWU, Uganda
Dorotea Zec, SUC, Croatia
Preeti Singh, AIRF, India

Len McCluskey, Unite, Great Britain, introduced the strategic direction by saying that organising lay at the heart of unionism. It brought power and allowed unions to properly represent members. The ITF was a global federation that represented its members because it did not just pass resolutions, it followed them up with action and facilitated genuine international solidarity. The opening panel was a reflection of progress, with dedicated young workers who would carry activism and justice into the future.

Young worker **Jay Chua Rong Jie, Wavelink Maritime Institute, SMOU, Singapore,** opened the debate via a video message, asking the panel, *"Who do we need to organise and why?"*

Dorothy Nandera, ATGWU, Uganda, said there needed to be a focus on organising young informal workers, who played a huge role in the transport sector particularly in Africa. In Uganda, the union had been working to provide a platform for groups including boda-boda taxi drivers. ATGWU had also become a mentor union for unions in the region to facilitate leadership development for women workers. Critically, organising was about continuity. For unions to be sustainable, workers had to have ownership of the union.

Preeti Singh, AIRF, India, added that organising and training was important for unions to be able to grow and develop. In

India, over the previous few months, the union had reached 10,000 young railway workers, including many women, who took the training to other members. Unions needed to organise young workers in order to survive.

Dorotea Zec, SUC, Croatia, said young workers needed to be organised as early as possible. Many young workers were unaware of unions and the value of unions and needed to be shown what unions could do for them.

Roberto Feurtado, UCOC, Panama said that many young workers were not aware of their rights. One way of raising awareness was to better utilise social media, but it was also important to identify committed young activists who were not afraid to deliver the messages. Often, young people needed to see the benefits of exercising their rights and being part of a union, and this could be the start of the conversation on organising.

Len McCluskey highlighted common abuses spreading worldwide such as casual labour, and it was for the unions to ensure young people were aware of their rights. One tool to assist this process would be an ILO convention requiring countries to ensure trade unionism was part of school curricula and the ITF could take this demand back to the ILO.

Dorotea Zec agreed speaking in schools was an important first step. In Croatia, education with young seafarers was not just about the demands of the job but about trade union rights, and demonstrating what trade unions were able to do for young people.

Roberto Feurtado identified a number of hurdles that needed to be overcome to reach these goals, including the negative media coverage that often surrounds unions and attempts by companies, such as in the Panama Canal, to introduce temporary contracts and divide the workforce.

Preeti Singh felt the major obstacle was awareness; training needed to start with education on what trade unions were and what they could do. Training programmes in India began with modules on basic rights.

Len McCluskey highlighted the challenge of a neoliberal media, but that there were opportunities to overcome this if we were able to exploit the potential of the digital revolution to our own advantage.

*A question from the floor came from **Alex Tokhi, Unifor, Canada**, who asked, "What issues have been most effective for organising young workers?"*

Dorotea Zec answered that it was important to demonstrate how trade unions could assist young workers' career development but also the benefits of collective thinking and action.

Preeti Singh added that many young workers wanted to be self-employed as a result of wanting different sources of income, and did not see the benefits of exercising rights and collectivism. Trade unions needed to be able to equip young people with skills and training in this regard.

Roberto Feurtado acknowledged that workers often felt frightened about joining trade unions. We needed to be proactive and consistent in our engagement both with new and prospective members to give workers confidence in their rights and options.

Len McCluskey expressed that, despite it being illegal in most countries to stop workers joining unions, employers actively attempted to make it hard to do so. Protection came through organising, but a result of 40 years of neoliberalism in many parts of the world was the rise of individualism. Trade unions needed to demonstrate the benefits of collectivism through identifying common themes, such as the need for respect at work.

*A question from the floor came from **Jack Boutros, TWU, Australia**, who asked, "What are the biggest challenges for organising platform or 'gig' workers?"*

Preeti Singh commented that platform workers were a very difficult group to capture under one umbrella in order to be able to share information.

Dorothy Nandera added that, often, a lack of clarity about their employment status meant it was very difficult for them to find belonging amongst themselves and other transport workers.

Dorotea Zec said the workers needed the tools to be able to contact unions.

Roberto Feurtado emphasised that it was important to use the right means of communication. Trade unions needed to look at the different platforms and consider how they could be used for organising.

Len McCluskey encouraged trade unions to be brave in organising platform workers. In the UK, platform workers wanted to be organised and unions have taken action to do so through social media; platform workers get work through an app, so unions needed to communicate with them in the same way. It was important the ITF took a lead in developing solutions to these issues in order to support affiliates.

*A question from the floor came from **Vincent Ombati, MWU, Kenya**, who asked, "What does organising mean to you? What does it mean for young and women workers?"*

Dorotea Zec stated that organising was about ensuring workers knew their rights and understood possibilities of what could be achieved by working together.

Dorothy Nandera added that organising was about workers being aware of the relevance and possibilities that trade unions brought, but it was important unions recognised the differences between different groups. Often in Uganda organising women opened up whole new elements of certain parts of society. Unions needed to give different groups of workers a platform to be heard and to find solutions to their issues, for example with informal workers.

Preeti Singh agreed that organising made the workplace better; it enabled issues to be resolved and it brought together different, diverse groups of workers.

Roberto Feurtado highlighted that different solutions would exist not just between different groups of workers, but also between different regions. Unions needed to explore ways of capturing workers' attention on particular issues or at significant events over the course of the year, such as 1 May.

Len McCluskey added that organising was about embracing new members and being prepared to change. It was important to respond to change and to the new voices in our sectors. Being member-led meant adapting to their needs, such as ensuring there are structures for women workers and holding meetings at appropriate times and places. Unions needed to ask workers what organising meant to them, and try to be more and more relevant.

*A question from the floor came from **Alex Heywood, Unite, Great Britain**, who asked, "How important are the ITF women and youth structures?"*

Dorotea Zec affirmed youth structures enabled young workers to discuss common issues and build relationships to take the work forward. All ITF affiliates needed youth structures to allow young workers to genuinely share experiences and find solutions collectively. She added that the ITF had led in this area, and that the ITF women transport worker structures set the benchmark for affiliates and unions to replicate and develop. The visual presence of women in the ITF gave strength to more women transport workers to come forward and lead.

Preeti Singh agreed these types of structures genuinely gave workers a voice and brought strength.

Len McCluskey added that young workers were able to build vibrancy and energy together within these structures; their enthusiasm and insight brought benefits to all workers.

Avital Shapira, Histadrut, Israel took the floor to highlight the struggle of organising contract workers, of bringing them under collective bargaining and into the union as members. In addition, threats to the right to strike were a major problem and unions needed to work together to protect this right and support workers.

In conclusion, **ITF president Paddy Crumlin** emphasised the importance of the right to strike as being at the root of our efforts to move forward, and the need to secure it in regulation and legislation. In addition, collectivism and trade unionism was becoming increasingly important as part of communities and our ability to push for wider societal change in areas such as housing and healthcare. Organising should embed us in communities and campaigning should support young people whether they are in or out of employment. The Congress theme document laid out the goals and clear structures to deliver the strategic direction on "Growing and activating membership".

In a live poll, 38% saw union power as less difficult in the digital economy and 62% saw union power as more difficult.

The strategic direction on growing and activating membership was **adopted** as presented.

In line with the strategic direction, **ITF president Paddy Crumlin**, called for a vote on composite motion 1 on organising informal transport workers.

Composite motion 1

Organising informal transport workers

Ajay Kumar Rai, NETWON, Nepal, introduced the motion on organising informal transport workers, emphasising its importance in light of the preceding debate on organising. Employment was under-regulated in many countries and it was critical the ITF took up the challenge of organising informal workers.

Congress delegates **voted in favour** of composite motion 1 as presented.

Innovative campaigning

A panel discussion on innovative campaigning was led by the following panellists:

James Hoffa, International Brotherhood of Teamsters, USA

Christine Behle, Ver.di, Germany

Seddik Berrama, FNTT, Algeria

Ekaterina Yordanova, FTTUB, Bulgaria

Tony Sheldon, TWU, Australia

James Hoffa, IBT, USA introduced the strategic direction by saying that strong worker unity in the workplace was the essential first step towards building power. But to confront the giant multinationals and major global issues, we had to match the global reach and resources with strategic, creative and innovative campaigns. The ITF was created to build unions' global reach, so that companies could not escape from trade union determination to ensure workers are respected in all workplaces, throughout supply chains. With supplies criss-crossing the world from factory to truck, to the dock to the ship or airplane, transport workers needed to be united in the ITF and campaign to support one another.

Young worker Bhawana Chaurasia, Personnel Branch, NFIR, India, opened the debate via a video message, asking the panel, *"What does a 21st Century campaign look like, and why?"*

James Hoffa stated that modern campaigns needed to be multi-faceted and involve the wider community. Recent success in organising private school buses in the USA only came after a long battle with the multinational National Express (NEX), and the ITF's support in the process. Unite in the UK had a good relationship with NEX, but the company was aggressively anti-union in the USA. The campaign struck a nerve with the community after the company's safety record was publicised. Other aspects involved

introducing a resolution to shareholder meetings and engaging the company's customers; combining the strategies was key.

Seddik Berama, FNTT, Algeria, described an international campaign in the Arab World region to maintain jobs and opportunities for workers. The campaign planning was built around Ramadan and engaged the wider community in the context of delivering concrete organising targets and results. Key materials and social media activity had been a big success in recruitment and building activism.

Ekaterina Yordanova, FTTUB, Bulgaria, explained that it was important for campaigns to include human stories for broad appeal. Campaigns needed to be inclusive and inspiring. The our public transport (OPT) campaign in Bulgaria was about securing public ownership of transport and worked because it was able to draw on global experiences of other unions on the same issue. The union used climate change issues and sustainable development goal (SDG) targets to pressurise decision-makers. By linking quality of service to quality of jobs, the community was brought on side. The campaign was part of the wider ITF OPT campaign which was supporting unions across the world to organise in cities across transport modes.

Tony Sheldon, TWU, Australia, shared experiences organising TNT, the freight/logistics giant. It was important to ensure national relationships were replicated in other countries. Unions needed foresight to organise entire markets beyond one company or one country. It was important to leverage worldwide agreements into national agreements to protect domestic and international workers. Unions needed to ask who the ultimate, or "economic" employer of their members was. In Australia, the TWU found two major retailers were ultimately controlling rates for clients and therefore vast numbers of transport workers. Individual agreements within a company combined to give leverage along supply chains.



Coordinated action could be taken to pressure economic employers, through their clients and relationships, and hold them to account.

Christine Behle described the campaign against low-cost carrier Ryanair, and how challenges included the fact that contracts signed in some countries contained/imposed worse conditions than those signed in others. Workers were dismissed when they attempted to stand up for their rights, and came to the union for support. A wide-ranging campaign included strong media exposure and support from politicians, which led to public disapproval of the company. Ryanair had been forced to recognise unions and start bargaining. She then asked panellists to describe aspects of campaigns that had not been successful, and what had been learnt in the process.

James Hoffa emphasised that campaigns fail when unions do not enlist appropriate support, either through national or international networks. Campaigns also suffer if they are rushed and not properly planned.

Seddik Berama recalled a campaign in Algeria to increase membership across the private sector that failed owing to public misconception of unions. Employers were actively resisting the campaign and promoting negativity that proved too much to counteract.

Christine Behle advised that there were opportunities with social media to overturn the negative image of trade unions in the media, and this was something we needed to exploit.

Tony Sheldon explained that tools were required to build interaction and relationships with workers; they needed to complement organising, not act as a substitute for it. He continued that campaigns fail if there is no clear vision; no idea what constitutes a "win". Unions needed to have clear ideas about resources and capacity in the planning process, put in place clear targets and the tools to meet them.

*A question from the floor came from **Dominic Yong, SMOU, Singapore**, who asked, "In what ways can ITF regional offices improve their support for affiliates' campaigns?"*

Ekaterina Yordanova said the ITF was in a unique position to educate activists with its experience, knowledge and skills. Regional offices could do more to build links with other global federations to add campaigning capacity and reach other groups of workers who shared similar issues. In addition, regional offices were responsible for linking local issues to the global context and ensuring the knowledge and skills of the ITF were brought to every negotiating table.

James Hoffa emphasised that the ITF was there to support and unite affiliates. Truck drivers were on strike in Iran during Congress and affiliates were actively mobilising in support, demonstrating the power of the ITF and the power of transport workers.

Christine Behle explained that affiliates needed to support one another in solidarity and in campaigns. Where affiliates combined

resources, the ITF was in a unique and powerful position to carry out effective campaigns that made a difference.

In conclusion, **ITF president Paddy Crumlin** emphasised that unions were campaigning all over the world, fighting back against international capital that side stepped workers' rights. Unions were delivering multinational, multifaceted campaigns and the ITF was bringing them together to make them more effective.

The strategic direction on innovative campaigning was **adopted** as presented.

In line with the strategic direction, **ITF president Paddy Crumlin**, called for a vote on motion 22 on global delivery supply chains and e-commerce and motion 31 on strengthening the global fight for client responsibility and safe rates.

Motion 22

Global delivery supply chains and e-commerce

Tim Beaty, IBT, USA, introduced the motion on global delivery supply chains and e-commerce, placing the need to improve coordination and delivery of campaigns in these areas in the context of the strategic direction of innovative campaigning.

Congress delegates **voted in favour** of motion 22 as presented.

Motion 31

Strengthening the global fight for client responsibility and safe rates

Dongjim Sim, KPTU, Korea, introduced motion 31 on strengthening the global fight for client responsibility and safe rates, saying the content highlighted key strategies for unions to proactively defend transport workers operating in supply chains.

Congress delegates **voted in favour** of motion 31 as presented.

Influencing global and regional policy

Introducing the importance of influencing global and regional policy, **Toshihiko Sumino, SHITETSU-SOREN, Japan**, stated that transport workers were experiencing the wave of the so-called "Fourth Industrial Revolution". Workers were seeing jobs replaced, labour intensification, increased monitoring, and precarious employment. Asia, centrally located in the world economy, was hugely impacted by rapid changes, and Singapore was at the forefront of the technological revolution. With businesses investing heavily, it was critical for the ITF and its affiliates to develop a flexible strategy to secure decent work, considering in particular that the speed and level of change varied between regions and countries.

It was critical that workers were involved in policy-making. Retail giants and capitalists were ignoring national boundaries to exploit workers in areas such as e-commerce. Under these circumstances, the ITF needed to develop policies that could be adapted to all workplaces and sectors. In Japan, unions would be promoting policies for people's public transport and principles of passenger and cargo transport through negotiations with employers and government. As workers' representatives, trade unions could not afford to passively accept agreements and policies made by governments and institutions; we needed to develop policies and ensure workers reaped the benefits.

Young worker **Ann Patrice Balo, Technical Trainee, AMOSUP, Philippines**, posed a question via a video message to set the context for the debate, asking, "How does global and regional policy affect me as a transport worker?"

ITF president Paddy Crumlin introduced **Corinne Vargha, Director of the International Labour Standards Department, International Labour Office (ILO)**.

Corinne Vargha described an example of a seafarer who made a complaint to the ITF about on-board conditions to highlight how international labour standards - agreements negotiated and adopted by workers, employers and governments at the international level - can have a direct impact on the daily life of transport workers. In the example, the ship was detained until international standards were met.

She pointed to the example of the Maritime Labour Convention (MLC) as having contributed to the improvement of living and working conditions of seafarers around the world, saying that the strength and representativeness of the ITF was key to its development and implementation. She said there was great potential in the power of ILO conventions generally; as once a convention was adopted and ratified, it triggered the obligation for governments to report to the ILO monitoring mechanisms on the measures adopted to implement it. Every national law, every decree, every policy would be carefully examined to verify its conformity with ratified conventions. In addition to its regular monitoring, the ILO also had special procedures that enabled the filing of complaints when important violations to a convention were taking place, and the ITF had utilised this in cases such as Qatar.

She reported that the United Nations (UN) was undergoing reform, saying that trade union and ITF involvement was fundamental to shaping the future. It was a shared responsibility to ensure the international standards and mechanisms delivered results.

The floor was opened for debate.

Victor Moore, RTBU, Australia, described an issue in a branch of the union with aging members. In response, a network of young women was established where they acted as advocates for the membership. Leadership capacity grew amongst members of the network and women leaders were now taking the union forward.

ITF president Paddy Crumlin posed a question on the status of the right to strike within the ILO.

Corinne Vargha advised the issue was being addressed by special procedures and monitoring in the ILO. The system gave a strong basis to act at the national level.

Agis Tselentis, PNO, Greece, said trade union rights were violated, including ILO conventions 87 and 98, across the world. In some places, the right to strike was denied. There was an issue with ILO "recommendations" not being implemented and failure to comply not being punished.

Corinne Vargha responded that the ILO was not run on a model of sanctions, but of working together. The pressure was always kept up on governments. The ILO was pushing for more attention to be paid to labour rights across the wider UN structures.

The strategic direction on influencing global and regional policy was **adopted** as presented.

The Congress theme and future strategy was **adopted** as presented.

Motions

Mark Dickinson, Resolutions Committee chair, gave the second report of the Resolutions Committee, which presented redrafted motions and an additional three emergency motions. A draft policy on Congress motions was also attached to the report for adoption as the mandate for the Resolutions Committee for the forthcoming inter-Congress period. He also announced his intention to step down as chair of the Resolutions Committee for the next inter-Congress period.

ITF president Paddy Crumlin thanked the Resolutions Committee for their work, and the chair for his leadership.

The second report of the Resolutions Committee was **adopted** as presented together with the **endorsement** of the ITF policy on Congress motions.

ITF president Paddy Crumlin called for a vote on the following motions, referred to plenary by the Resolutions Committee, that had not been previously dealt with.

Composite Motion 2 (motions 6 and 27)

Role of the ITF National Coordinating Committees (NCCs) and National Point of Contact (NPC)

Pinyo Rueanpetch, SRUT, Thailand, introduced the motion, which would put more onus on the ITF secretariat to support affiliates to work together at the national level on priorities and common issues. Information should be brought back to the regional and international level to develop more coherent plans and strategies.

Congress delegates **voted in favour** of composite motion 2 as presented.

Motion 8

Promoting lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) trade union policies in other Global Union Federations

Alex Milinaar, FNV, Netherlands, introduced the motion, which was a historic moment for the ITF in the context of its long standing fight against discrimination.

Rob Ashton, ILWU, Canada, spoke in support of the motion. In 1953, the ILWU developed guiding principles upon which the union would operate. Point three stated that workers were indivisible. There would be no discrimination because of race, colour, creed, national origin, religious or political belief, sex, gender preference, or sexual orientation. Any division among the workers would help no one but the employers. Passing the motion would prove to the world that the ITF stood to make it a better place. In Canada, lives had begun to change. The motion was a message to workers that they were not alone.

Terry Gall, MUA, Australia supported the motion as an openly gay seafarer and proud union member.

Danny McGowan, NI, Great Britain, said every day, people went to work in fear of prejudice and violence because of whom they loved. Many unions were already organising LGBTQI workers, but the motion presented a unique opportunity to collaborate and coordinate the work on an international basis; the labour movement was not one to deny workers' rights.

Helena Ahrén, Unionen, Sweden, talked about the recent history of discussions about LGBTQI rights. Everyone was born unique, and society had to accept people for who they were. LGBTQI people were still being harassed, bullied or worse – commonly in the workplace – and it was unacceptable. It was discrimination based on sexual preference and exposed a failure to enforce fundamental rights.

Congress delegates **voted by acclamation in favour** of motion 8 as presented. A standing ovation marked this historic moment.

Motion 19 (revised)

Support for peace on the Korean Peninsula and in Northeast Asia and the role of transport workers

Sanghyeon Park, KPTU, Korea introduced the motion and expressed deep gratitude to the ITF and affiliates for their support in various struggles over the past four years.

Congress delegates **voted in favour** of motion 19 (revised) as presented.

Motion 23

On support for transport trade unions in Palestine

Najmedin Mzoughi, UMT, Morocco, introduced the motion. The ITF and its affiliates had a proud record of solidarity in Palestine and practical projects with transport workers in the country must continue as part of the work to deliver sustainable trade unionism across the region.

Congress delegates **voted in favour** of motion 23 as presented.

Motion 28

Fixed Location Warehouse, Logistics and Terminal Workers

Peter Lökvist, STF, Sweden, introduced the motion by saying that this group of workers was strategically critical to support all workers along supply chains. The ITF needed to bring them into the global family to facilitate more meaningful cross-sector cooperation and campaigning.

Mahendra Gharat, NMGKS, India, spoke in support of the motion, saying that two years previously, the group had been identified as a priority within the union and they began organising. This year, they had recruited more than 1000 workers; it was important that the ITF prioritised this work.

Fernando Parfait, SIELAS, Panama, said warehouse workers were at the front of industry changes, but they lacked protection and needed to be organised across the world. Companies were actively trying to avoid trade unions. The union had experience organising and improving conditions in DHL in Panama, but there needed to be a global strategy.

John Bondebjerg, 3F, Denmark, highlighted that a lot of work had preceded this motion. Warehousing was key to transport and this motion would improve union power across sectors, including in ports and road transport.

Kalpna Desai, TDWU Mumbai, India, spoke about the importance of believing in women and women's leadership as part of the organising that needed to be done in this area. The union had already organised more than 3000 warehouse workers and they needed to be brought into the ITF. Wellbeing programmes should form part of the organising initiatives and women needed to be involved.

ITF president Paddy Crumlin reminded Congress that this group of workers were not currently identified within ITF structures, but represented a huge opportunity to build our collective power.

Congress delegates **voted in favour** of motion 28 as presented.

Motion 29 (revised)

Protest and Reputation – Profound Concern over Labour Reform

Francisco Aparecido Felicio, FNTF, Brazil, introduced the motion, and asked the ITF to strengthen the regional offices, in particular the Latin America and Caribbean regional office in Rio.

Congress delegates **voted in favour** of motion 29 (revised) as presented.

Emergency Motion 1

Opposing the international attack and blockade against the Bolivarian Republic of Venezuela

Francisco Torrealba, FBTTT, Brazil, introduced the motion, saying how the dangers occurring in Venezuela had implications for the wider region.

Marcelo Schmidt, SIMARJ, Brazil, spoke in support of the motion saying that historically, democracy was achieved through workers' struggle, but in some places democracy was under threat. The situation in Brazil, for example, would only be overcome by strengthening workers' power. Democracy needed to be strengthened across the region which was a powerful and politically-led region.

Benito Bahena y Lome, ATM, Mexico, advised the matters had implications for Mexico and the whole region. The ITF needed to be strong and independent from the neoliberal governments, and needed to implement decisions made within the regional governance structures. Peace was about respect.

Alain Sutour CGT, France, supported the motion, saying that workers' suffering had been going on for too long and had to end.

Congress delegates **voted in favour** of emergency motion 1 as presented.

Emergency Motion 2

Death penalty threats against Iranian truck strike

Tommy Wreth, STF, Sweden introduced the motion, explaining that experiences from Korea have showed us how a lack of trade union rights can lead to imprisonment.

Workers denied their basic human rights can have serious consequences. The motion was about Iranian workers but touched on all the world's workers whose rights must be defended.

Alain Sutour, CGT, France offered the support of the CGT for the motion. Circumstances in Iran were very difficult; it was an oppressive regime and the drivers needed ITF support.

Congress delegates **voted in favour** of emergency motion 2 as presented.

Emergency Motion 3

In defence of union freedom in Argentina

Marcos Castro, CCUOMM, Argentina introduced the motion saying the conservative government in Argentina had been carrying out policies with devastating consequences. 100,000 jobs had been lost and the social security system had deteriorated. The health system was also under threat, debt was owed to Venezuela and young people's futures would be affected. In addition to propaganda, the government had also found new ways to gag the union. Charges had been brought against leaders. Omar Suarez of SOMU had been in prison for 18 months and was yet to be brought to trial. Serious threats to the trade union movement were being resisted and required ITF support.

Tony Sheldon, TWU, Australia spoke in support of the motion saying that decent wages and working conditions needed to be maintained in Argentina and the government must be held to account. Other governments needed to be aware and to speak out in support of the unions.

Congress delegates **voted in favour** of emergency motion 3 as presented.



Emergency Motion 4

The attack on collective bargaining through competitive legislations

Pepe Perez, FSC-CCOO, Spain, introduced the motion, saying that competition must not be used to undermine enshrined trade union rights, including collective bargaining and freedom of association.

Congress delegates **voted in favour** of emergency motion 4 as presented.

Emergency Motion 6

Yemen

Moncef Ben Romdhane, FNT, Tunisia introduced the motion, reporting on the humanitarian suffering that was taking place in the country and the relief efforts already being undertaken.

Saeed Abood Al-Maari, LCACT, Yemen

spoke in support of the motion, saying that transport in the country was dying. Airports were closed, ports were under threat. Borders needed to be liberated and workers needed to get back to work as soon as possible.

ITF president Paddy Crumlin emphasised the workers of Yemen had the total support of everyone at the ITF and the campaign would be taken to the other global union federations.

Congress delegates **voted in favour** of emergency motion 6 as presented.

Emergency Motion 8

Industrial Manslaughter

Christy Cain, MUA, Australia introduced the motion by saying those responsible for deaths of workers should face jail. The motion had been passed by the Australian Council of Trade Unions (ACTU).

Congress delegates **voted in favour** of emergency motion 8 as presented.

Amendments to the constitution

ITF president Paddy Crumlin called for a vote on the Executive Board motions to amend the constitution.

Congress recalled that motions A and B had been taken as one of the first items of business so that the outcomes could be implemented in the proceedings of the section, women and youth conferences and regional electoral groups.

Motion C

Role of the Resolutions Committee

Mark Dickinson, Resolutions Committee chair, introduced the motion, which was the result of a wider piece of work under the Executive Board over the previous inter-Congress period to improve the effectiveness of the motions process. It was important that the Committee's work ran from Congress to Congress in order to increase affiliate engagement in the process and more general work plan development.

Congress delegates **voted in favour** of motion C as presented.

Motion D

Congress

Mark Dickinson, Resolutions Committee chair, introduced the motion, which proposed a constitutional amendment with the purpose of establishing a five-year inter-Congress cycle.

Congress delegates **voted in favour** of motion D as presented.

Motion E

Greater Inclusion of Young Transport Workers in Affiliate Delegations to Congress

Alex Tokhi, Unifor, Canada and **Dorotea Zec, SUC, Croatia** jointly introduced the motion, with all young people in attendance at Congress having made their way to the front of the plenary hall with them. The message was that young workers needed to be present and visible throughout the ITF.

Congress delegates **voted in favour** of motion E as presented.

Motion F

Position of young transport workers and women transport workers in ITF structures and the Constitution

Diana Holland, Women Transport Workers' chair, introduced the motion, with all women in attendance at Congress having made their way to the front of the plenary hall with her. The purpose of the amendment establishes women and youth in the regional and sectoral structures and harmonising the respective conference and committee rules.

Congress delegates **voted in favour** of motion F as presented.

Non-binding statements

ITF president Paddy Crumlin called on delegates from Israel and Palestine to present non-binding statements.

Seddik Berrama, FNTT, Algeria, gave a statement to Congress on behalf of the transport workers and people of Palestine. He said that, contrary to basic human rights, Palestinian people were still banned from moving freely in their own country. The lives of transport workers were particularly difficult. Restrictions in the West Bank and Gaza were preventing workers from working and depriving communities of basic services. These conditions are frustrating progress towards peace. Palestinians remain committed to

a two-state solution, but division through religion must stop and the rule of international law upheld, via the implementation of UN resolutions. The workers strongly deplored the unilateral decision of President Donald Trump to recognise Jerusalem as the capital of Israel and to open the US embassy there, violating international resolutions, circumventing established processes and threatening more crisis. Condemning the killing of Palestinians, the workers called on governments, citizens and the ITF Congress to support the peace processes and the Palestinian workers in the struggle for independence and a better future.

Avi Edri, Histadrut, Israel, responded to the statement by saying delegates were union leaders, not politicians. Some amazing stories of unity were being told throughout Congress, in the conferences. Histadrut defend all workers in Israel, including Palestinians. Of 80,000 construction workers in Israel, 70,000 are Palestinian, and when 37 were recently killed – 26 of whom were Palestinian – Histadrut went on strike in defence of the safety of these workers, despite not representing construction workers. ITF leaders protect transport workers across the world and we must continue to unite to defend our common interests. Everything, including boycotts, needed to be for the betterment of workers. Working with Palestine brothers and sisters, and all unions, is the only way to bring peace for all.

Avital Shapira, Histadrut, Israel, reiterated thanks to and support for the independent state of Palestine, saying they had translated and distributed CBAs in Arabic, established grievance committees for Palestinian workers and ensured Palestinian workers were fully represented in line with Israeli employment law. Dues were at 50%. They lobbied the Israeli government to employ more Palestinians. Unfortunately, there were some promoting an anti-Histadrut agenda, but there was far

more positivity that we needed to concentrate on and develop. The trade unions are the ones that will bring peace through bridging, dialogue and solidarity.

Saher Saad, PGFTU, Palestine, took the floor to congratulate the Singaporean hosts on building one of the safest countries in the world. In Palestine, workers had to pass two check points just to earn a living. Land was still controlled. Occupation must end, settlements and the apartheid wall must be removed. We needed an independent Palestine with Jerusalem as the capital. At the ITF Congress, transport workers were coming together. The challenges of automation and digitalisation presented challenges and opportunities. 90% of the world's goods were transported by ship, which showed the strength of our international federation. Palestinian workers remained proud to be part of the ITF. With the ITF and Histadrut, many visits have taken place to build projects and solidarity. The workers call on the ITF leaders to continue the work, to secure safe employment opportunities for the population with equality of treatment. President Trump's acts are being rejected by the Palestinian people; everyone needed to support UN Resolutions 242 and 338 and condemn the occupation. All global union federations needed to adopt the ITF approach, stand firm with the Palestinian people, the labour struggle, and the fight for peace across the region.

ITF president Paddy Crumlin committed to work with everyone to ensure the economic and social development of the Palestinian state. Trade unions had the objective to build a peaceful, more unified and equitable world.

Nermin Al Sharif, GFLTU, Libya said the ITF Congress was a place where views could be shared and debated, and the ITF should ensure it led with a unified voice that spoke for and protected its members.

Financial statements and auditors' reports

Simon Weller, ITF lay auditor, moved the financial statements and auditors' reports on behalf of the lay auditors. The lay auditors were pleased to report that the underlying General Fund balance had strengthened from a deficit in 2014 to a small surplus in 2017 and that the Welfare Fund balance had strengthened further. The general financial management of the organisation had continued to improve.

The financial statements and auditors' reports were **adopted** as presented.

Affiliation fees

ITF assistant general secretary Rob Johnston, moved the report with its recommendation that, during the period 2019 to 2023, the affiliation fee per member would be increased by a fixed £0.05 per year from £1.75 in 2019 (2.9% increase) to £1.95 in 2023 (2.6% increase).

Koichi Tanobe, Shitetsu-Soren, Japan, opposed the increases, reporting that, between 2010 and 2014, membership and income had declined for unions in Japan. The Japanese affiliates believed the ITF would take the necessary cost-saving measures. It was not clear exactly how the ITF would be more prudent in the coming inter-Congress period and it may be the case that the Japanese affiliates would need to decrease their declared membership. However, affiliates would continue to appreciate ITF efforts to work with affiliates on these issues.

ITF president Paddy Crumlin said it was important all sections and regions co-operated in the development of the membership strategy and set hard targets for growth. In particular, the ITF would work with affiliates on ways to build membership and effectiveness in Japan. Things would be carefully monitored under the leadership of the ITF Executive Board and Management Committee.

Noting the concerns raised, the affiliation fees structure was **agreed** as presented together with the rates as set out which represented the maximum rates of standard affiliation fee per member for the next inter-Congress period to be approved by the Executive Board following an annual review of the ITF's financial situation.

Membership strategy

Torben Seebold, Membership Vetting Group representative, introduced the membership strategy on behalf of the membership groups that had been established in 2013 under the Management Committee. The groups had done great work in establishing an understanding of real membership, as well as increasing declared membership, which allowed the ITF to be more effective in its targeting and planning.

Abdulgani Serang, NUSI, India, expressed concern that the focus was too heavily weighted on understanding real membership, meaning efforts to increase declared membership may have suffered and result in a bigger burden on the ITF.

ITF president Paddy Crumlin responded that big efforts were being made to increase declared membership, citing the Nigerian Road Transport Workers Union (NRTWU) as having increased declared membership to 400,000. However, declared membership was a serious matter that was being dealt with through a transparent and proper process under the guidance of senior members of the Executive Board.

The proposal to continue the work of the Membership Vetting Group and the Management Committee Membership Working Group was **agreed**, and the Executive Board was **mandated** to oversee the implementation of the new banding process.

Election of governing bodies, auditors, general secretary, president and vice presidents

Election of the General Secretary

ITF president Paddy Crumlin, reported that 179 nominations had been received and all of them, from unions from every region and every section, were for Stephen Cotton.

Sito Pantoja, IAM, USA formally nominated Stephen Cotton on behalf of those ITF affiliates.

Stephen Cotton was **unanimously elected** to the position of ITF General Secretary.

Stephen Cotton addressed Congress and described his pride at being ITF general secretary. His re-election was a reflection of the collective hard work, dedication and progress made by all affiliates and the secretariat over the past four years, but it also showed belief that the ITF will do more. He thanked the Singapore National Coordinating Committee for hosting Congress. Singapore was the perfect place to debate, challenge and agree solutions on automation, new technology and the future of work.

The ITF has a reputation in maritime, of which we are immensely proud, and we have tried to grow that reputation and utilise it to build our confidence and impact across sectors and regions. At the Sofia Congress, affiliates asked that the ITF be more transparent, accountable and representative. There have been tough

moments, and affiliates must continually challenge the ITF to improve, but having 443 women and nearly 400 young people in Singapore was a measure of real progress. 2018 marked 20 years of the ITF Women Transport Workers' Committee and the ITF was more committed now than ever before to delivering the women transport workers' agenda.

He thanked affiliates from each ITF region, explaining that each region brought its own spirit and energy to the global stage to make the ITF unique. Congress was a place for affiliates to build relationships, togetherness and the work programmes needed to build transport workers' power.

Election of Executive Board

On the recommendations of the regional electoral groups, the following were **elected** as members of the ITF Executive Board:

Africa

Jack Mazibuko, SATAWU, South Africa
Marcel Zante, FESTAB, Burkina Faso
Najeem Usman Yasin, NURTW, Nigeria
Stephen Abima, ATGWU, Uganda
Juliana Mpanduji, COTWU, Tanzania
(Women's seat)

Arab World

Seddik Berrama, FNNT, Algeria
Meryan Halouani, UMT, Morocco
(Women's seat)



Asia Pacific

Abdulgani Serang, NUSI, India
 Ajay Kumar Rai, NETWON, Nepal
 CA Rajasridhar, AIRF, India
 Conrad Oca, AMOSUP, Philippines
 Kam Soon Huat, SOS, Singapore
 Paddy Crumlin, MUA, Australia
 Tae Kil Chung, FKSU, Korea
 Toshihiko Sumino, SHITETSU-SOREN, Japan
 Yasumi Morita, JSU, Japan
 Mary Liew, SMOU, Singapore (Women's seat)

Europe

Alexander Kirchner, EVG, Germany
 Brigitta Paas, FNV, Netherlands
 Christine Behle, ver.di, Germany
 Ekaterina Yordanova, FTTUB, Bulgaria
 Frank Moreels, BTB, Belgium
 Henryk Piatowski, PSU, Poland
 Jan Villadsen, 3F, Denmark
 Joe O'Flynn, SIPTU, Ireland
 Lars Johnsen, NTF, Norway
 Len McCluskey, UNITE, Great Britain
 Mark Piirainen, AKT, Finland
 Mick Cash, RMT, Great Britain
 Miguel Angel Cilleros Sanchez,
 SMC-UGT, Spain
 Mykhailo Kiryeyev, MTWTU, Ukraine

Neven Melvan, SUC, Croatia
 Nikolay Nikiforov, ROSPROFZHEL, Russia
 Remo di Fiore, FIT-CISL, Italy
 Roman Hebenstreit, VIDA, Austria
 Zainil Nizaraly, FEETS-FO, France
 Valerie Latron, FGTE-CFDT, France (Women's seat)

Latin America & Caribbean

Benito Bahena y Lome, ATM, Mexico
 Julio Sosa, LA FRATERNIDAD, Argentina
 Pablo Moyano, FEDCAM, Argentina
 Severino Almeida, CONTTMAF, Brazil
 Janaina Fernandes, FNTF, Brazil (Women's seat)

North America

Bob Orr, UNIFOR, Canada
 John Baker, ILA, USA
 Robert Scardelletti, TCU, USA
 Sito Pantoja, IAM, USA
 Terri Mast, ILWU, USA (Women's seat)

Section / department chairs

Joe Tiberi, IAM, USA (Civil Aviation)
 Paddy Crumlin, MUA, Australia (Dockers)
 Johnny Hansen, NSU, Norway (Fisheries)
 Yuri Sukhorukov, SUR, Russia (Inland Navigation)

David Gobé, CGT, France (Rail)
Tony Sheldon, TWU, Australia until 1 June 2019,
James Hoffa, Teamsters, USA, from 1 June 2019
(Road)
Dave Heindel, SIU, USA (Seafarers)
David Massiah, ABWU, Antigua & Barbuda
(Tourism Services)
John Mark Mwanika, ATGWU, Uganda (Urban
Transport)
Diana Holland, UNITE, Great Britain (Women
Transport Workers)
Dorotea Zec, SUC, Croatia (Young Transport
Workers' co-chair)
Alex Tokhi, UNIFOR, Canada (Young Transport
Workers' co-chair)

In 2009, the ITF welcomed unions that
previously formed part of the FIOST tradition
into membership. In addition to the elected
members, the Executive Board agreed
that the following observers be invited to
participate in meetings.

Agreed observers

John Mark Mwanika (Urban Transport
Committee chair)
Anu Hietela (NTF chair)
Jan Coolbrandt (FIOST representative)
Koen de May (FIOST representative)

Plenary was suspended for the newly elected
members of the Executive Board to convene
to make recommendations to Congress on the
positions of president, vice presidents and lay
auditors.

Election of President

On the recommendation of the newly elected
Executive Board, Paddy Crumlin was elected
president of the ITF.

Election of Vice Presidents

On the recommendation of the newly elected
Executive Board, the following were elected as
vice presidents of the ITF:

Najeem Usman Yasin, NURTW, Nigeria
(Africa)
Seddik Berrama, FNNT, Algeria (Arab World)
Pablo Moyano, FEDCAM, Argentina (Latin
America & Caribbean)
Frank Moreels, BTB, Belgium (Europe)
Toshihiko Sumino, SHITETSU-SOREN, Japan
(Asia Pacific)
John Baker, ILA, USA (North America)
Mary Liew, SMOU, Singapore (Women)

Election of Lay Auditors

On the recommendation of the newly elected
Executive Board, the following were elected as
lay auditors of the ITF:

Simon Weller, ASLEF, Great Britain
Mick Carney, TSSA, Great Britain
Olu Tunde, NIUK, Great Britain

Management Committee

Congress noted that, in line with the requirements of the constitution, the newly elected Executive Board agreed the composition of the ITF Management Committee as follows:

ITF President	Paddy Crumlin, MUA, Australia
Vice President	Najeem Usman Yasin, NURTW, Nigeria (Africa)
Vice President	Seddik Berrama, FNTT, Algeria (Arab World)
Vice President	Pablo Moyano, FEDCAM, Argentina (Latin America & Caribbean)
Vice President	Frank Moreels, BTB, Belgium (Europe)
Vice President	Toshihiko Sumino, SHITETSU-SOREN, Japan (Asia Pacific)
Vice President	John Baker, ILA, USA (North America)
Vice President	Mary Liew, SMOU, Singapore (Women)
General Secretary	Stephen Cotton
Section/committee chair	Dave Heindel, SIU, USA (Seafarers)

Section/committee chair	Paddy Crumlin, MUA, Australia (Dockers)
Section/committee chair	Tony Sheldon, TWU, Australia (Road Transport)
Member	Christine Behle, ver.di, Germany
Member	Jan Villadsen, 3F, Denmark
Member	Len McCluskey, UNITE, Great Britain
Member	Mick Cash, RMT, Great Britain
Member	Yasumi Morita, JSU, Japan

In addition, the Executive Board agreed that the ITF lay auditors and representatives of the Membership Vetting Group be invited to participate in meetings.

Location of ITF Headquarters

On the recommendation of the Executive Board, Congress agreed that the ITF headquarters remain in London.

Reports of Women Transport Workers', Young Transport Workers' and Section Conferences

Mohammed Dauda Safiyanu, NUATE, Nigeria introduced the Civil Aviation Section Conference report, which was **adopted** as presented.

Dan Kask, ILWU Canada introduced the Dockers' Section Conference report, which was **adopted** as presented.

Jorge Alexandro Vargas, SOMU, Argentina introduced the Fisheries' Section Conference report, which was **adopted** as presented.

Cinthia Diaz, CPOFPCM, Argentina introduced the Inland Navigation Section Conference report, which was **adopted** as presented.

Dorotea Zec, SUC, Croatia introduced the Joint Seafarers' and Dockers' Conference report, which was **adopted** as presented.

Luciano Salomon, ASFA, Argentina introduced the Railway Workers' Section Conference report, which was **adopted** as presented.

Justyna Matuszewska, UNITE, Great Britain introduced the Road Transport Workers' Section Conference report, which was **adopted** as presented.

Tomas Abrahamsson, SEKO, Sweden introduced the Seafarers' Section Conference report, which was **adopted** as presented.

David Massiah, ABWU, Antigua & Barbuda introduced the Tourism Services Section Conference report, which was **adopted** as presented.

Vincent Ombati, MWU, Kenya introduced the Urban Transport Committee report, which was **adopted** as presented.

Jasmin Labarda, AMOSUP, Philippines introduced the Women Transport Workers' Conference report, which was **adopted** as presented.

Dorotea Zec, SUC, Croatia and **Julian Sosa, LA FRATERNIDAD, Argentina** jointly introduced the Young Transport Workers' Conference report, which was **adopted** as presented.



Gold Awards

Ten individuals received the ITF Gold Award for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights:

- Tomas Abrahamsson, SEKO, Sweden
- Ann Anderson, CCWU, Guyana (posthumously)
- Øystein Aslaksen, NLF, Norway
- Nick Bramley, NICH, Switzerland
- Peter Kennedy, UNIFOR, Canada
- Bob McEllrath, ILWU, USA
- Hanafi Rustandi, KPI, Indonesia (posthumously)
- Thomas Tay, SMOU, Singapore
- Steve Todd, RMT, Great Britain
- Asbjørn Wahl, Fagforbundet, Norway

Closing

ITF president Paddy Crumlin invited all staff and local volunteers to the stage. All support teams were congratulated, including an extended thanks to the team of interpreters.

Congress host **Mary Liew** thanked everyone for their hard work in bringing Congress together.

Paddy Crumlin declared the ITF's 44th Congress closed.

RESOLUTIONS ADOPTED BY THE ITF'S 44TH CONGRESS

Resolution 1: Organising Informal Transport Workers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recognises the necessity for working men and women to have decent jobs to live a life of dignity for themselves and their families.
2. Aware that one of the ways of unscrupulous employers is to hire casual labour on contracts in new job openings or to replace the permanent employees, and this informality is increasing on a regular basis.
3. Notes the 43rd Congress statement that organising informal transport workers presents a "major challenge" and proposal to "implement a specific programme to train unions in methodologies for organising workers in informal transport operations".
4. Notes the very positive achievements of the ITF's Informal Transport Organising Project and the success of the 'mentor union' model of organising, and congratulates the five mentor unions who led the project: ATGWU (Uganda), NCTU (Philippines), NETWON & ITWAN (Nepal), SNTT (Colombia) and SYNATRA (Niger).
5. Notes the success of affiliates in building mass membership of informal transport workers during the project, including:
 - More than 100,000 informal transport workers newly organised within ITF-affiliated unions across all unions participating in project activities.
 - Launch of three new unions representing informal transport workers.
- Women leaders elected to represent informal women workers on national transport union committees in six countries.
- More than 300% increase in trade union membership of women working in the informal transport economy across six countries.
- New constitutions and/or procedures inclusive of informal workers adopted by unions in six countries.
- New organising strategies specifically directed to informal workers adopted by 15 unions in nine countries.
- New Collective Bargaining agreements covering informal transport workers in six countries.
- Major victories against police harassment of informal transport workers.
6. Supports the demands of the Informal Transport Workers' Charter, as **adopted** by the 16 ITF affiliated unions participating in the project evaluation workshop held 28 July 2016 in Kampala, Uganda.
7. Notes the importance of organised informal transport workers in the success of the Our Public Transport campaign, particularly in the introduction of Bus Rapid Transit systems in Africa.
8. Notes the impact of automation and digitalisation on the growth of informal and precarious work in the transport sector, and the opportunities to learn from informal workers' organising strategies and skills in organising workers in the

'platform' economy in transport who need the protection of trade unions. This support is in the larger interest of trade union survival and solidarity.

9. Notes the essential importance of union sustainability and self-reliance through the regular, efficient and accountable collection and administration of union dues.

10. Calls on the ITF to:

- Develop a long-term programme of support for union organisation among informal transport and other unorganised workers, building on the experience of the mentor unions and extending activities to include other countries and regions.
- Assist affiliates to share experiences and organise the unorganised.
- Extend the 'Visibility of Women' component of the informal workers' organising programme to strengthen informal women workers' opportunities for more skilled and secure employment in transport, informal women's representation and leadership, and initiatives to address violence and harassment against women in the informal transport workplace.

- Strengthen cooperation between and within unions representing informal and formal economy workers, particularly those organising in the context of digitalisation and automation.
- Recognise that road and urban transport have been the focus of informal organising so far, and extend support to include informal workers from other transport sectors and their supply chains, notably in docks, railways, logistics, fisheries, and tourism.
- Support innovation in the collection, security and administration of membership dues to strengthen the sustainability of unions with mass membership among informal workers, including the use of mobile banking applications and membership administration software and training (the 'Sustainable Unions Project').
- Build union capacity to negotiate the transition from the informal to the formal economy as adopted in ILO Recommendation 204
- Ensure that informal transport workers' representatives are fully included in the ITF's policy development and representation at a regional and global level with the key institutions concerned, including the World Bank, ILO, UNDP etc.

Resolution 2: Global Delivery Supply Chains and E-Commerce

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. The ITF-UNI Global Delivery Network has facilitated solidarity and information exchange between unions representing workers at the largest global delivery companies; DHL, FEDEX, GeoPost, Toll/ Japan Post and UPS since 1997. The network develops initiatives to expand trade union strength and solidarity among workers in these companies. The Network is an innovative ITF response to key changes in the global freight transport, package delivery, and logistics industries. ITF partners with UNI since postal unions and their employers are important participants in the industry. Global union cooperation focused on these corporations is fostering joint global union approaches. These companies are creating integrated freight transport systems that merge road, air, rail, shipping and supply chain management.
2. E-commerce is expected to grow to a €315 Billion industry by 2020, currently growing by more than 15% per year. Global e-commerce is dominated by a small group of giants including Amazon, JD.com and Alibaba. Their control of huge amounts of personal data makes it harder for smaller e-commerce companies to compete and increases their competitive advantage over brick and mortar stores. Price and speed of delivery are the most important factors for online shoppers. Therefore the e-commerce giants are developing outsourced logistics options, including contracts with DHL, Fedex, Toll, UPS and post services, and increasingly in-house logistics networks. They have become as much logistics companies as retailers.
3. The rapid expansion of e-commerce is likely to lead to more warehouse and last-mile delivery jobs. But many of these jobs are in precarious status including temp agency hires and bogus self-employment. The experimentation of smart-phone applications to direct work is increasing the precariousness of delivery work as well.
4. Since 2013, Amazon has been investing billions of dollars to create its own freight and package delivery network. In the United States, this has included leasing at least 40 cargo planes, buying over 4,000 Amazon branded truck trailers and experimenting with last-mile delivery service options including contracting directly with small carriers that rely on independent contractors and establishing an app-based delivery system called Amazon Flex that also relies on bogus self-employment. Furthermore, Amazon continues to add to its vast number of fulfilment, sorting and distribution centres. In 2017, Amazon announced a \$1.5 billion investment in a Kentucky airport to serve as the new cargo hub for its aircraft fleet, which is planned to eventually support 100 Prime aircrafts and 2,700 employees.

5. The ITF-UNI Global Delivery Network is a unique forum for multi-modal focus on the key global players in the logistics industry and is an essential ITF response to rapid changes in the global transportation industry. The Network has inspired new approaches to organizing, bargaining, campaigning, networking, research and information exchange, education and dialogue with these employers.
 6. This 44th Congress therefore resolves that the ITF will:
 - Support the implementation of the Global Delivery Network's strategies in organizing, communications, research and strategic campaigning by facilitating increased coordination between the unions in the Network in the evolving logistics environment;
 - In coordination with UNI, ITF will convene annual Global Delivery Network meetings to promote solidarity, strategies and information exchange among unions organizing workers and related supply chain workers of Amazon, DHL, FEDEX, GeoPost, Toll/Japan Post and UPS;
- Develop education programs that assist affiliates from the global south in implementing Network strategies;
 - Encourage the continuing cooperation between ITF sections in support of the Global Delivery Network;
 - Maintain the ITF – UNI coordination for this Network and involvement of other GUFs when appropriate;
 - Monitor evolving changes in IT, warehousing, retail, supply chain and logistics and their impact on workers and employers and adjust the scope of the network as the industry evolves.

Resolution 3: Strengthening the Global Fight for Safe Rates and Client Responsibility

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Around the world, commercial vehicle drivers are forced to drive for long hours while fatigued, speed, overload and engage in other dangerous driving practices due to low rates of payment and other cost cutting measures by 'economic employers' – clients, governments and large transport companies at the top of supply chains. Despite the fact that this situation puts commercial drivers and all road users at severe risk, these economic employers escape responsibility as a result of systems of complex subcontracting and a lack of regulation on accountability throughout the supply chain.
2. In response, a model for forcing clients and transport companies throughout supply chains to pay fair rates and ensure decent conditions, thus relieving truck drivers from pressures to engage in dangerous driving practices and greatly reducing accidents, has been developed through collaboration among academics, lawyers, politicians and trade unions over the last two decades. This model, known as safe rates, has been recognised as a best practice for improving road safety and guaranteeing decent work in global supply chains by the ILO and is supported by representatives from the industry, employers, governments and unions.
3. Furthermore, the safe rates model has been partially introduced in law in countries such as Australia, South Korea and Canada, and integrated into agreements reached with clients nationally and globally. Most recently, in 2018 the Transport Workers' Union of Australia (TWU) and ITF reached a global agreement with the major transport company Toll, the TWU and the major national retailer Coles signed a set of supply chain principles that apply in Australia, and the Korean Public Service and Transport Workers Union Cargo Truckers' Solidarity Division (KPTU-TruckSol) won the passage of a limited safe rates system through the South Korean Parliament. In Europe, the ITF, ETF and their affiliates have expanded their organising and campaigning for supply chain accountability from major retailers and local work for local conditions for cross-border drivers. In the United States, the Teamsters have had landmark wins on the LA Port and continue the fight for the rights of drivers. In Argentina, unions have led the fight for governments to promote social justice in our industry.
4. These advancements form the basis to strengthen the fight to win unlimited safe rates in national legislation and establish the model as an international standard. Building on this foundation, the TWU and KPTU-TruckSol have planned escalating strike and protest action in Australia and South Korea over the next two to three years.

5. Recognising the opportunity recent wins and planned national struggles provide, the ITF and its affiliates commit to carrying out a global safe rates campaign over the next Congress period including the following actions:

- Organising a Safe Rates Symposium in the Asia Pacific Region during the upcoming Congress period.
- Support for the fights to win unlimited safe rates legislation and hold clients responsible in Australia, South Korea and other countries through solidarity actions at embassies and solidarity delegations at times of major strike and protest action.
- Continued support for cross-border organising, the effort to achieve 'local work for local conditions' for cross-border drivers, and pressure on major clients in Europe.
- Efforts to put pressure on supply chains influenced or controlled by governments in their capacity

as economic employers, including through government expenditure and contracts.

- Support for protests and actions cross Europe, North America and Africa.
- Efforts to influence the debate at the ILO on road transport safety and a convention on decent work in global supply chains, including through the participation of relevant affiliates at key tripartite meetings.
- Continued efforts to build relationships and work together with transport industry employers and other stakeholders who support safe rates towards introduction and implementation of the system.
- The allocation of adequate staffing and financial resources to carry out these activities.

Resolution 4: Role of ITF National Coordinating Committees (NCCs) and National Point of Contact (NPC)

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes that the ITF's Constitution encourages affiliates to establish national coordinating committees (NCCs) to discuss and coordinate ITF activities (Rule II, Article 3d).
2. Recognises that the purpose of NCCs is to bring together ITF affiliated unions to coordinate their collective contribution to the ITF's work and to support each other at a national level.
3. Recognises the positive impact NCCs have had on affiliate ownership of the ITF work programmes, communication and interaction between affiliates, and the strengthening of individual affiliates.
4. Calls on affiliates, supported by ITF regional offices, to establish or develop NCCs to:
 - Discuss, develop and implement a national work plan to contribute to the ITF's global and regional strategy;
 - Contribute to the delivery and monitor the progress of relevant ITF projects and campaigns;
 - Monitor ITF membership in their country, including the payment of ITF affiliation fees, and to develop strategies to increase affiliation, including growing declared membership amongst existing affiliates and identifying and engaging with non-affiliated unions;
 - Mobilise national and international solidarity where needed;
 - Share best practice amongst the national unions;
 - Encourage and help affiliates to develop structures and activities for the engagement of women and young members;
 - Develop joint positions, where possible, on national issues, such as nation-wide industrial or political matters;
 - Develop national sectoral strategies and coordination, where possible, to contribute to ITF work in MNCs, hubs and corridors, and integrated public transport systems in cities;
 - Submit nominations for ITF elected positions;
 - Facilitate communication between national affiliates and keep the ITF secretariat informed about the activities of the NCC and any important national developments.

5. Calls on each NCC, supported by ITF regional office, to:
 - Meet at least once per year, but may meet more frequently as required;
 - Elect a chair and a secretary, one of whom should serve as a national point of contact (NPC) for each country;
 - Ensure that NPCs communicate, exchange information, identify shared challenges, share experiences, and coordinate work programmes with the NPCs of other NCCs;
 - Ensure that information gathered by NPCs is disseminated at the national level to participant unions of the NCC and any other affiliates in that country;
 - Ensure that women and young transport workers are represented on the NCC;
 - Invite all ITF affiliated unions to join the NCC and to attend NCC meetings;
 - Where appropriate, invite non-affiliated unions to attend NCC meetings;
 - Communicate with affiliates and the ITF regional secretariat about the agenda for forthcoming meetings;
- Keep a record of all NCC meetings (including key discussion points, decisions made and action points agreed) for distribution to ensure national affiliates and the ITF secretariat remain informed;
- Encourage all national affiliates to ensure the ITF secretariat has the most up-to-date information about the union (membership figures, key office holders, contact details, etc.).
6. Calls on the ITF regional secretariats to:
 - Where possible, provide logistical and operational support to NCCs when requested;
 - Appoint a member of the regional secretariat to act as a liaison with each NCC and its NPC;
 - Assist the chair and secretary of each NCC with the coordination of NCC meetings;
 - Provide each NCC with progress reports on the implementation of ITF regional work programme;
 - Attend NCC meetings where possible, and at least once per year;
 - Link the work of the NCC to the ITF's regional and global work programmes, and ensure information is shared;
 - Encourage collaboration with Global Union Federations (GUFs) where appropriate.

Resolution 5: Promoting Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) Trade Union Policies in other Global Union Federations

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recognising that:

- ITF has, alongside with PSI and Education International, been active in promoting LGBTQI rights and has established a tradition of encouraging affiliates to take up the fight against discrimination based on sexual orientation or gender identity, and invite members to work on this issue;
- Recently, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has published its annual report showing that in 2016, 75 countries in the world criminalise same-sex relationships and 13 of them even use the death penalty to enforce this;
- Although no exact figures are published, many countries have insufficient or inadequate legislation to recognise the situation of transgender people or people with an intersex status;
- Even in those countries that have introduced anti-discrimination legislation and policies protecting LGBTQI people, cases of social exclusion, harassment and bullying, unfair dismissals and other LGBTQI-phobic incidents occur on a regular basis;

- The principle still stands that trade unions have a role to play in protecting people on the labour market or at the workplace against discrimination on whatever base;

2. Resolves to:

- Continue to collaborate with PSI and Education International to encourage the other Global Union Federations (GUFs) to include the struggle against LGBTQI discrimination in their policies;
- Propose and facilitate the setting up of a joint, cross-GUFs, international working group, consisting of active union members working on defending LGBTQI rights, for generating ideas for actions and activities, and for supporting the GUF staff, noting that the experiences of the ITF/EI/PSI LGBT Forum can be used as input for this work.

Resolution 6: Support for Peace on the Korean Peninsula and in East Asia, and the Role of Transport Workers

The 44th Congress of the ITF, meeting in Singapore from 14–20 October 2018:

1. Recent developments in Korea have ushered in a new era in which peace on the Korean Peninsula and in East Asia is now possible to imagine. After 70 years of division and hostility, recent summits between the leaders of North and South Korea and the United States have set a new course towards denuclearisation of the Korean Peninsula and the establishment of a peace regime in East Asia. The ITF Congress recognises that these developments would not have been possible without the efforts of workers and common people in Korea and East Asia for peace.
2. In order to achieve a permanent peace regime, however, the recent agreements reached between North and South Korea and North Korea and the United States, which include provisions for reduction of military tensions and the establishment of peaceful relations, must be enacted, and a Peace Treaty to end the Korean War signed. The participation of workers in this process must be guaranteed.
3. Of central importance to transport workers is the agreement between North and South Korea to establish cross-border transport beginning with the holding of a ground-breaking ceremony for the connection of the railways and roads along the east and west coasts by the end of this year.
4. Transport workers, especially railway workers, can lead the way in responding to the opportunities and challenges of this historic moment by building a collective vision for peace in the region based on the completion of the East Asian railway network through the connection of the South and North Korean railways. The completion of the East Asian railway network must be done in a way that protects workers' conditions and users' rights to safe, convenient and affordable transport.
5. To this end, the ITF and its affiliates agree to
 - Support the work of ITF affiliates for peace in Korea and East Asia.
 - Support the exchange of railway and other transport workers in East Asia and the Eurasian continent with the goal of building a collective vision for peace and equality supported by the competition of an integrated, safe, affordable and worker-friendly East Asian and Eurasian continental railway.

Resolution 7: On Support for Transport Trade Unions in Palestine

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

Palestinian young workers and young workers on the ITF mission

1. Palestinian transport unions operate in a difficult environment in which there are often severe and unpredictable restrictions on the movement of both passenger and goods vehicles.
 - We take note of the support provided by the ITF to the Palestinian transport unions, in implementing the decisions of the Mexico Congress in 2010 and Sofia Congress in 2014, related to the program of supporting the transport union in Palestine, including:
 - The project to support the truck drivers at the back-to back truck terminal in Irtah supported by the Canadian union UNIFOR and the ITF
 - The organizing project started in 2017 aimed at increasing union organization in all sectors of transport supported by the Swedish Transport Union/Union to Union and the ITF
 - The ongoing readiness of the ITF and its affiliates to provide humanitarian aid to Gaza such as those already provided twice, coordinated by the ITF Arab World Office
 - The visit by a high level delegation from the ITF to Palestine led by the ITF president Paddy Crumlin and the ITF General Secretary Stephen Cotton along with other leaders from ITF affiliates, where they provided solidarity for the transport union in Palestine
 - The visits by two ITF youth delegations to Palestine hosted by the Transport union in Palestine, and the friendship and solidarity developed between
2. In this Singapore Congress in 2018, we call upon the ITF to develop a comprehensive five year plan of support for the Palestinian Transport Workers Union which will:
 - Seek to continue support for the Irtah project for drivers using the back-to back terminal
 - Support the transport union, in conjunction with the PGFTU, to organize truck drivers in other back-to back terminals and other major truck stop terminals in Palestine
 - Support the Palestinian transport union campaign to address the negative impact on Palestinian truck drivers' jobs of illicit trucking across the border
 - Maintain support for the Union to Union project to expand the transport union into all sectors of land transport, to increase its membership, and to make it more self-sustaining in its finances
 - To organize a further high level ITF mission to Palestine in the next inter-congress period and to encourage other ITF affiliates to conduct missions
 - To organize further Young Workers Missions to Palestine
 - To explore means of practical support for the revival of Gaza Drivers Union
 - To maintain a solidarity fund financed by the ITF and its member unions to support the transport union in Palestine and its members to assist with additional projects where needed

Resolution 8: Fixed Location Warehouse, Logistics and Terminal Workers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Agrees that warehousing is of the "highest importance for our strategic approach to supply chains" as stated in the 2018 ITF Congress Theme Document (CTD). Warehousing is at the forefront of transport automation, the growing impact of e-commerce, and the future of international transport.
2. Supports the continued commitment of the ITF and its Executive Board in broadening the scope of the ITF's work in warehousing and the establishment of a steering group to develop this work, first agreed in April 2017.
3. Recognizes the cross-sectional footprint of warehousing members affiliated to the ITF. Members employed in fixed location warehousing, logistics and terminals currently affiliate to the civil aviation, inland transport and maritime sections.
4. Notes the findings of the survey of ITF affiliate unions, conducted February-March 2018, which enquired about the size and scope of their membership in the warehousing industry. Sixty-five affiliates responded to the survey, and participating affiliates represent at least 30,000 members in this occupational group.
5. Encourages affiliates that have not yet responded to the survey to do so.
6. Calls on the ITF to establish a general committee for fixed location warehouse, logistics and terminal workers. The committee shall:
 - Be open to all affiliates that represent such workers;
 - Meet annually to agree a twelve-month work plan;
 - Consist of one chair, with a seat on the executive board, and two vice-chairs.
 - Receive dedicated resources, both financial and human; and,
 - Establish a 'point of contact' for ongoing communications with the rest of the ITF and representative affiliates.
7. Calls on the ITF to mandate a steering committee for fixed location warehouse, logistics and terminal workers responsible for maintaining all ongoing business and implementing work plans. This committee shall consist of representatives from:
 - Each of the ITF's regions (two per region), nominated by the respective Regional Committee;
 - Each of the ITF's sections (one per section excluding tourism), the Women's Committee and the Youth Committee, nominated by the respective Committee;
 - Rank-and-file participants, as appropriate;
 - Priority projects with strong warehousing elements with one representative each wherever possible;
 - Founding countries and unions involved in this work. This rule shall expire after the first Congress period; and
 - Observer organisations or individuals, in consultation with the Chairs.

Resolution 9: Protest and Reputation – Profound Concern over Labour Reform

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes the dramatic increase in the use of legislative interference by governments across the world to restrict and/or deny the trade union and collective bargaining rights of workers.
2. Condemns regressive labour law reforms that restrict or deny the fundamental rights of workers.
3. The Brazilian Federal Act 13.467/2017 of 13/07/2017, which removed Brazilian workers' rights, including rights acquired and won over a long time. The notorious labour reform further restricts the right of workers to seek and gain access to the Labour Courts by imposing costs beyond the means of the working class.
4. The Brazilian National Federation of Railway Workers (FNTF), a trade union federation, whose headquarters is at Avenida Passos, 91 - 9º. Andar - Centro, Rio de Janeiro, RJ, Brazil, acting on behalf of its affiliated unions, hereby declares as follows:
 5. In compliance with the deadline set for the 44th ITF Congress of 2018, to be held between 14th and 20th October 2018 in Singapore, the Brazilian National Federation of Railway Workers submits a: Motion of protest and reputation.
 6. Grounds: Constitutional Amendment 45 of 08/12/2004 amended Article 114 of the 1988 Constitution, clause 2 of which requires businesses to consent to the judgment of collective disputes if they reject collective bargaining. Act No. 13.429/2017, known as the Outsourcing Act allows the outsourcing of all and any business activities, facilitating job insecurity; Federal Act 13.467/2017, the Labour Reform, amended about 100 articles of the Consolidated Labour Legislation (CLT), thereby conflicting with the Brazilian Constitution, notably article 7 of the constitution, which covers the rights of urban and rural workers.
7. The harmful consequences for workers: Legislation was passed to limit workers' access to justice with the approval of Constitutional Amendment 45 of 08/12/04, which amended Article 114(2) of the Brazilian Constitution, specifying that: "If either of the parties rejects collective bargaining or arbitration, they shall be empowered, by common accord, to seek a judgment of a collective dispute of an economic nature, the Labour Court being able to resolve the conflict subject to abidance by the minimum legal provisions and previously agreed contractual provisions on employment protection".
8. This amendment gives employers complete control over collective bargaining, allowing them to refuse to negotiate and, absurdly, only with their agreement may unions refer matters to the labour courts for the judgment of collective disputes. Never has an employer agreed to a collective dispute being referred for judgment. Now that the labour reform has been passed by the National Congress, not even the minimum provisions are binding in

negotiations, as the continued legal effect ("proactivity") of pre-existing clauses has been eliminated, together with the option for direct negotiations between employers and employees over particular working conditions, including working time.

9. Act No. 13.429/2017 allows unlimited, unrestricted and completely unregulated outsourcing of all business activities (end and means activities). This act states that the contracting company shall have secondary liability as opposed to joint and several liability. In other words, the worker may only bring litigation against the Contracting Company once the cover of the outsourced company is exhausted, which will require years of legal proceedings, as well as imposing costs for workers seeking access to the courts.
10. Act 13.467/2017, the Labour Reform, amended the Consolidated Labour Legislation (CLT), conflicting with the Brazilian Constitution, particularly article 7, which covers the rights of urban and rural workers, causing immediate harm to Brazilian workers of every kind. The amendments imposed have undermined unions, federations and confederations by changing the regulations governing the funding of the confederal system, as well as making it difficult for workers to gain access to the courts by imposing costs that workers cannot afford.
11. At the Federal Supreme Court, there are 5 lawsuits bringing Direct Action for Unconstitutionality that will take 13 long years to be judged by that institution. Meanwhile, countless collective disputes have been deemed closed without a substantive ruling as the business owners have not agreed to have the disputes submitted for judgment. There are also 20 lawsuits bringing Direct Actions for Unconstitutionality that are questioning

the constitutional status of the labour reform. Contrary to the law, the labour reform introduced separates the unions from their bases, generating an even greater lack of protection for workers by introducing the requirement for specific, prior authorisation for the payment of union contributions, a financial resource that is absolutely essential for the maintenance of Brazilian union organisations.

12. Notes with concern that several provisions of Act 13.467/2017 directly contravene, among others, ILO Conventions 98 and 154, which were ratified by Brazil in 1952 and 1992 respectively.
13. To this motion we append copies of the legislation created or amended with their grounds so as to provide the conditions for an in-depth analysis of our complaints.

Conclusion:

14. In view of the clear and immediate harm caused to our workers by the introduction of the aforementioned legislation, the National Federation of Railway Workers (FNTF) and its affiliates demand that this motion of protest and reputation be admitted and approved and that through the 44th ITF Congress it be submitted to the Brazilian authorities listed below, which have a constitutional duty to comply with the Brazilian Constitution and Brazilian Legislation and to ensure the compliance of others.

FEDERAL SUPREME COURT

The Federal Supreme Court is the highest authority of the Brazilian judiciary.

Address: Supremo Tribunal Federal, Praça dos Três Poderes, Brasília, DF – CEP 70175-900

NATIONAL CONGRESS

The National Congress is the appointed Federal Legislature and exercises legislative power by means of the Chamber of Deputies and the Federal Senate.

Address: Congresso Nacional, Praça dos Três Poderes, Brasília, DF – CEP 70160-900

FEDERAL GOVERNMENT & PALÁCIO DO PLANALTO [Presidential residence]

Address: Governo Federal – Palácio do Planalto, Praça dos Três Poderes, Brasília, DF – CEP 70150-900

15. Requests the ITF to:

- call on the Government of Brazil to ensure that it fulfils its obligations under both the Brazilian Constitution and relevant ILO Conventions by subjecting Law 13.467/2017 to thorough review by the competent authority, by providing for appropriate tripartite consultation to occur, and by implementing all amendments necessary to comply with those international and constitutional obligations; and
- work in concert with its affiliates, the International Trade Union Confederation, the other Global Union Federations, and relevant non-governmental organisations to fight for fundamental workers' rights in Brazil.

Resolution 10: Opposing the international Attack and Blockade against the Bolivarian Republic of Venezuela

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. We note that there is an international systematic attack and a deliberated economic and financial blockade against the institutions and democratically elected government, including trade unions, of the Bolivarian Republic of Venezuela.
2. We note that it is strengthened through the international media where there is an intense campaign for imperialist interests and against the sovereign people of the Bolivarian Republic of Venezuela, actions that affect the workers and their mass organisations.
3. We note that the people of Venezuela, inspired by the legacy of Comandante Chávez, is entitled to enjoy autonomy and sovereignty over its political and economic decisions.
4. We note that the economic and social problems that impact upon the quality of life of the Venezuelan people have been caused principally by the interventionist actions of some foreign governments, with the imposition of illegal and unilateral coercive measures and the initiation of a bloody economic war, whose purpose is to generate the conditions for a foreign military intervention.
5. We note that the US sanctions prohibiting Venezuela from being able to purchase medications, foodstuffs and mass consumer goods and essentials produced in other countries constitute serious human rights violations as they cause death and hardship to Venezuelan families.
6. We note that the struggle of the Venezuelan people and their unions against this continuous aggression by imperialism and its allies is designed to maintain and deepen Bolívar and Chávez's project for independence and justice and to make our native land greater within the framework of the great power of Latin America.
7. We note that this requires us to close ranks, to steel our resolve, to prevent them from confusing us with their campaigns and to reinforce our unity.
8. We note that Venezuelan transport workers have been able to create a strong national organization, covering all sectors of transport but the international blockade poses a risk for their jobs and the future of their families.
9. We resolve:
 - To support the free, sovereign and independent status of the Bolivarian Republic of Venezuela and the right of its people to self-determination.
 - To reject any form of intervention, be it military, economic or financial, that affects the people of the Bolivarian Republic of Venezuela.
 - To demand an end to the illegal international blockade imposed, which imposes a burden on the people of the Bolivarian Republic of Venezuela.
 - To demonstrate our support for the people of the Bolivarian Republic of Venezuela, particularly the male and female workers of that country.

Resolution 11: Death Penalty Threats against Iranian Truck Strike

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes that:
 - a. Iranian truck drivers' employment security has been adversely affected, and 350,000 truck drivers have had their pay or rates delayed for months, are suffering from extreme inflation – or both.
 - b. In May 2018, self-organised truck drivers across 25 provinces and 160 cities took strike action over low pay, escalating operating costs and increased tolls and other fees.
 - c. Since September 22, 2018, in an effort to raise awareness of their plight, almost half a million self-organised truck drivers have been participating in actions across 290 cities across 31 provinces in the country. The truck drivers have been urging their government to address their grievances and allow the workers to have a voice in decisions affecting their livelihoods.
 - d. In the first 16 days of the truckers' strike, more than 200 truck drivers in various provinces were reportedly detained for participating.
 2. Further notes that:
 - a. The Global Unions have consistently complained about labour rights violations in Iran via the International Labour Organisation, of which Iran is a founder and Governing Body member.
- In September last year the Global Unions reminded the ILO "to urgently intervene with the government and request that it remedies the above-cited violations of human and trade union rights in line with its obligations as a member state of the ILO."
- b. The ITF is awaiting an official response from the Government of Iran in relation to this matter.
3. Condemns in the strongest possible terms the report on 8th October by Iran's state media that a prosecutor in Iran's Qazvin province had requested the death sentences for 17 of those arrested for merely participating in the action.
 4. Calls upon:
 - a. The Iranian government to free the imprisoned truckers and immediately cease its campaign of fear against workers, instead listening to the truckers' demands as well as the plea that they have taken industrial action as a last resort as they struggle to feed their families, and that economic solutions are needed.
 - b. The ILO to intervene immediately with the government to halt the reported trials, free innocent workers and bring about dialogue with workers' leaders, reinforcing the aim of achieving trade union rights for Iran's independent unions.
 - c. ITF affiliates to apply pressure wherever possible to convince the Iranian government to respect workers' rights in Iran, to include letter-writing and strategic industrial campaigns.

Resolution 12: Motion in Defence of Union Freedom in Argentina

The 44th Congress of the ITF, meeting in Singapore from 14–20 October 2018:

1. Due to the terrible situation of anti-union government persecution that the Argentine union movement is suffering, we hereby take the liberty of submitting this Emergency Motion for presentation at Congress.
2. We note that the Argentine people face a difficult economic crisis as a result of poor decisions by the government, which has generated rising inflation affecting the purchasing power and quality of life of Argentine workers.
3. We are dismayed that the Argentine government is deploying anti-union persecution and repression, making illegal and immoral use of the justice system to persecute union leaders. These “interventions” have not occurred since the end of the era of the military government. Through these “interventions” the government appoints relatives of politicians to take charge of union resources, paying themselves extortionate salaries, violating the union constitution and thereby infringing all the principles of union freedom contained in ILO Conventions 87 and 98. As well as being illegal, the detention of union leaders has often resulted in them being detained for years without legal proceedings.
4. We are concerned that one of the most active unions, the ITF-affiliated Federación Nacional de Camioneros and its leaders Hugo and Pablo Moyano are being attacked directly by the President of Argentina.
5. We are seriously worried that the judiciary of an Argentine province, clearly acting at the request of the government, is reportedly issuing an arrest warrant against Pablo Moyano because the Federación de Camioneros is refusing to accept pay cuts for workers. This arrest warrant represents a continuation of the immoral actions taken by the repressive Mauricio Macri government against whom countless complaints have been raised.
6. This 44th ITF Global Congress resolves:
 - To condemn the violation of freedom of union association in any form, including the use of judicial systems to persecute innocent union leaders who exercise their union responsibilities by refusing to betray the principles of the working class.
 - To express its condemnation of the Argentine government for implementing a system of anti-union persecution and terror, imprisoning union leaders and stealing the workers' resources.
 - To ask all ITF affiliates to denounce the immoral and illegal actions of the Argentine government, demanding respect for the rule of law, an end to anti-union repression and freedom for the union leaders detained for political reasons, camouflaged by other justifications. The campaign in solidarity should include, but not be limited to, letters to embassies, the President of Argentina, and political leaders asking them to deliver speeches in Parliament for support including calling the European Commission to act in support.
 - To express our solidarity with the Argentine union movement in general and with the Federación de Camioneros and its leaders Hugo and Pablo Moyano, in particular, in this struggle for freedom of union association.

Resolution 13: Attack on Collective Bargaining through Competition Legislation

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. The maritime section of the Spanish union Federación de Servicios a la Ciudadanía de CCOO denounces the actions of the National Commission on Markets and Competition (CNMC) for its actions against collective bargaining between unions and employers. Using the arguments of ensuring free competition between providers of maritime port services, they imposed disciplinary proceedings (with final sanction to unions and companies on 30 July 2018 in the port of Vigo).
2. The role that the CNMC has assumed and the reading that it makes of the possibility of subrogation of workers in case they change companies providing port services, are leading to the halt of collective bargaining due to fears of suffering new sanctions.
3. For them, we ask all ITF affiliated unions in Singapore to:
 - Reject the actions of the CNMC
 - Support workers in the maritime port sector in their legitimate rights to collective bargaining

Resolution 14: Yemen

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Noting the suffering of the people and workers of Yemen as a result of the dispute.
2. Noting the actions taken by the alliance forces to control and block the airports and the ports of Yemen.
3. Noting the efforts of the maritime and transport workers in Yemen to do whatever in their capacity to guarantee minimum humanitarian support including food and medicine supplies to reach the people who need it.
4. Noting the thousands of Yemenis, who lost their lives and were injured, including women and children.
5. We, the ITF affiliates in Yemen:
 - Appreciate the ITF support to the transport workers in Yemen, and
 - The support by the international community to provide necessary food and humanitarian support.
6. Call for:
 - The ITF Congress to pressure the international community and the alliance forces to keep the airports and ports open for the humanitarian supplies.
 - Keeping all ports and airports open to guarantee free movement to all people in Yemen.
 - The ITF to continue the support to the affiliates in Yemen.

Resolution 15: Industrial Manslaughter

The 44th Congress of the ITF, meeting in Singapore from 14–20 October 2018:

1. Workers around the world are being killed on the job by total lack of safety procedures and precautions.
2. Since the deadline for the submission of Congress motions, there have been two stevedore fatalities in New Zealand, one in Auckland and one in Gisborne.
3. This issue is cross-sectional, as the Road Section will hear of the fatalities of truck drivers in Australia being also on the rise, with the most recent on 13 September 2018 when two truck drivers were killed.
4. We believe that every worker has the right to go to work and come home safely to their family.
5. This ITF Congress fully supports the call for the right for workers to go to work and come home safely to their loved ones.
6. Urges Congress to support the development of a worldwide strategy to legislate, if possible in each country, that employers and the supply chain who deliberately undermine safety, if found guilty, have to face major fines or jail time.

Resolution 16: Facilitating global Visa Policies for Seafarers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the Maritime Labour Convention 2006, that sets out seafarers' rights to decent conditions of work and provides comprehensive worldwide protection of the rights of seafarers;
2. Mindful that seafarers are covered by the provisions of other ILO instruments, including Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), that introduced modern security features into the seafarers' ID to help to resolve the urgent question of seafarers being refused admission into the territory of countries visited by their ships for the purposes of shore leave and transit and transfer to join or change ships;
3. Recognizing that seafarers are a unique type of travellers who are in need of a fast and flexible visa application and issuance process in order to go to work, go home after completion of the tour of duty and to take shore leave;
4. Noting with concern that, for several years now, labour supply countries' seafarers have encountered serious practical difficulties in obtaining a visa to enter, re-enter or transit different countries, including the Schengen area states, due to procedural difficulties, differences in the rules' interpretation which cause serious administrative and operational difficulties for seafarers and their employers;
5. Deplores the present state of affairs and considers it to be unfair;
6. Urges that every effort is made to facilitate the visa regulations for seafarers' to join and to leave vessels in the ports located worldwide. Requests that all affiliates concerned lobby their national administrations and international organizations concerned for implementation of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185). This will create a visa free option, and for a seafarer an internationally accepted SID. The SID together with the valid Crew List should be enough to transit through the ports located worldwide.

Resolution 17: Seafarers' Rights

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Supports binding international laws on employers which promote, protect and improve seafarers' rights in an era when automation and disruptive technology will increasingly affect commercial decisions and operations in the global shipping industry.
2. Believes that the majority of the world's 1.64m seafarers remain on basic rates of pay and tours of duty, which are exploitative, discriminatory and damaging to seafarer health and safety.
3. Believes that the surplus of Ratings, forecast to continue for the foreseeable future, will be absorbed by the expected doubling in global sea trade over the next twenty years.
4. Resolves to support reforms to international regulations which strengthen enforceable seafarer employment rights in the shipping industry and which protect employment levels and training for the global seafaring workforce.
5. Requests that the ITF establish a working group to develop a strategy, to be endorsed by the Seafarers Section Committee, on how to propose amendments at an inter-governmental level for amendment of the ILO Maritime Labour Convention.
6. Key areas to be considered include the principle of equal pay for equal work for seafarers, and an improvement in employment conditions and the hours of work that are currently permitted within the industry.

Resolution 18: Mediterranean - Sea of Convenience

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Acknowledging that the Mediterranean Sea is an enclosed sea, where three continents and 24 countries meet, and where numerous ports with high maritime traffic co-exist;
2. Further acknowledging that many of the ships trading in the Mediterranean Sea area are substandard ships, over 30 years of age, up to 6.000 GRT, poorly maintained and dangerous for the environment;
3. Bearing in mind that one of the most important issues, beside FOC ships, is ships flying certain flags not complying with IMO requirements and demanding the constant control of the PSC (for example: Palau, Togo, Sierra Leone, Cook Island);
4. Observing that seafarers on those ships often do not have the necessary STCW certificates, their wages are irregular and far below the ILO minimum wage, in many cases serving on board ships more than 12 months without the possibility of repatriation, not having proper employment agreements nor being covered by national or any other ITF recognized collective bargaining agreement;
5. Further observing that many seafarers on those ships are not provided with adequate accommodation, proper hygienic conditions, or proper supply of quality food, and drinking water;
6. Considering that seafarers are often subject to criminalisation due to the fact that, without their knowledge or under the threat, they take part in illegal immigrant transport or those ships carry forbidden and/or undeclared cargo;
7. Affirming that these facts were discussed at the ITF Inspectorate meeting held in Casablanca, Morocco on 12-13 February 2018, where participants expressed their unity and determination to help seafarers arriving in the Mediterranean Sea area to fight against seafarers' substandard working and living conditions.
8. Calls upon the ITF Seafarers' Section, the ITF Dockers' Section and ITF Congress delegates to:
 - Support the establishment of a permanent ITF Mediterranean Maritime Committee;
 - Entrust the ITF Mediterranean Maritime Committee powers to take all necessary actions to improve the working and living conditions of the seafarers in the Mediterranean Sea area.

Resolution 19: Attack on Norwegian Seafarers' Jobs

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes with great concern that the Norwegian Government's recent proposal to allow registration of passenger ferries in the Norwegian NIS ship's register, and the negative consequences this will have for the Norwegian ferry sector in the form of job losses for national seafarers, unfair competition and social dumping;
2. Notes also that the recent proposal will most probably have a domino effect on the entire Nordic ferry sector, including the Baltic Sea and the North Sea, with severe social consequences for thousands of seafarers and their families;
3. Notes further that no in-depth analysis of the consequences of the above proposal has been made by the Norwegian Government;
4. Further notes that the Norwegian Prime Minister in the Parliament on 10 October 2018 claims that no seafarers will lose their jobs, because the catering personnel on board are not seafarers; this is in breach with MLC which are ratified by Norway;
5. Urges the Norwegian Government to withdraw the above proposal and instead engage in a meaningful dialogue with the Norwegian maritime social partners on the way forward for the Norwegian ferry sector.

Resolution 20: Protecting Young Seafarers' and Dockers' Rights

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Acknowledges the young transport workers as the present and future leaders of the ITF;
2. Acknowledges the progress which has been made in increasing the participation of young transport workers in the work of the ITF;
3. Affirms that young workers need unions to back the fight for secure and decent work;
4. Notes that having proper young transport workers structures set up in the regions would be important and beneficial in addressing concerns on protecting young seafarers' and dockers' rights;
5. Calls on to promote close relations among affiliate trade unions in their efforts to establish professional networks, negotiating platforms and common projects in order to ensure equal rights and working conditions for young seafarers and dock workers during their first job onboard;
6. Calls on to promote training and development onboard, at ports and at maritime colleges and universities, to support and to facilitate establishment and development of training and educational facilities for seafarers, port workers in close collaboration with the International Labour Organization (ILO), and to encourage effective implementation of ILO instruments and training materials;
7. Calls on to promote the fair treatment of young seafarers, high quality of their working conditions, minimum wages and rights protection on all ships irrespective of flag;
8. Calls on to ensure that all young seafarers and dockers regardless of gender, nationality, race or colour, age, sexual orientation, disability or beliefs are protected from exploitation by their employers and those acting on their behalf;
9. Calls on the ITF to promote all affiliates to create youth structures in order to increase young transport workers activities;
10. Calls on the ITF in liaison with its affiliates to support young transport workers in organising activities and focusing on organising the young transport workers in all the affiliated unions in a more structured manner;
11. Calls on to continue to map membership statistics in terms of young transport workers members and grow the global young transport workers network;
12. Calls on to ensure the crucial link between the work taking place through ITF headquarters with the regional priority work and supporting young transport workers' involvement regionally.

Resolution 21: River Cruise Campaign 2.0

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the ITF Congress 2014 Resolutions on the strategic levers.
2. Noting with deep concern that the River Cruise sector is a home for some 50,000 workers who haven't seen any improvements in their working and on-board living conditions. Many coordinated inspections by water police, finance and labour authorities in Europe have documented practices that border on organised crime and human trafficking.
3. Being aware that many River Cruise companies change tactics and outsource their hotel and catering services to service providers located in countries offering the most lucrative taxation and social security regimes.
4. Noting the increasing interconnection between the sea cruise and river cruise industries in terms of ownership, operators and labour suppliers.
5. Being also aware that
 - Despite the significant efforts made by the affiliates concerned and the past 10 years of invaluable financial and logistical support from the ITF, only limited progress and results can be recorded.
 - An in-depth assessment by the Campaigns Steering Group identified this particular sector as hard to organise due to its seasonal character and the uncertainty about the correct applicable legislation.
- It is also a sector with unclear union responsibility due to its lack of transparency, i.e. different layers of owners, operators, manning agencies and tour charterers.
- The affiliates have made continuous efforts to bring the dramatic circumstances in the sector to the attention of national and local governments and other interested parties.
6. Recalling the important media attention that is given to the sector at the occasion of the European River Cruise events and the positive effects of a good and structural cooperation with Aquapol, the federation of European Water Police bodies that has played a key role in effective cross border and multi-authority controls and inspections.
7. Stating the renewed, explicit and written commitment of European affiliates concerned to invest measurable time and resources to help this campaign succeed e.g. in carrying out ship visits, in actively engaging in the ITF/ETF River Cruise Campaign and in assisting crew members in resolving their problems via a coordinated international cooperation.
8. Stating as well the development of a dedicated database where all intermediate activities can be recorded and the publication of brochures and leaflets that are being distributed on a large scale to the passengers.

9. Underlining the need of further raising the awareness on the precariousness of many of the workers in the Hotel, Restaurant and Catering part of the sector with the general public in order to generate deepened support.
10. Pursuing a meaningful communication and relationship with IG River Cruise and the employers' organisation concerned – EBU – on the establishment of minimum standards and an overall improvement of the sector's quality and image.
11. Calls upon the ITF to further support this campaign by assisting in finding the correct focus, by enabling affiliate involvement and helping it financially and logistically.

Resolution 22: Improved international and regional Labour, Welfare and Safety Standards for IN Crews in developing Countries

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the resolutions adopted at the ITF Congresses in 2010 and 2014 about need of international labour standards for inland navigation workers worldwide;
2. Noting that the inland navigation sector in Asia alone exceeds 290,000 km of waterways where more than 1 billion tons of cargo and 560 million passengers are moved each year. The regional inland waterway transport (IWT) fleet consists of more than 450,000 vessels, with a combined carrying capacity of 40 million tons. While overall numbers of workers is unknown there are for example at least 4.6 million IN workers operating in over 6500km of waterways in Bangladesh.
3. Acknowledging the importance of international waterways as a sustainable mode of transport for both cargo and people;
4. Noting the close links between maritime shipping and inland navigation and the interlinkage between the two sectors within the transport supply chain;
5. Noting that the fatal accidents in the inland navigation sector in developing countries far exceed accidents at sea and urgent actions must be taken to address measures to reduce death on the rivers;
6. Noting that continual maintenance of waterways by qualified personnel is essential to their commercial future;
7. Taking into account lack of any appropriate labour, welfare and safety standards for inland navigation crews in developing countries;
8. Calls upon the ITF to further support activities of the ITF IN affiliates in developing countries and especially Asia/ South Asia to improve and implement proper welfare facilities and decent working conditions for IN crews.
9. Calls upon the ITF Executive Board and the ITF IN Section to keep pressure on the International Labour Organisation (ILO) and the International Maritime Organisation (IMO) as well as other bodies:
 - on the establishment of international standards for inland navigation workers;
 - or revising and promoting the existing ones.
10. These standards as a minimum should address the following issues:
 - Social security and minimum wages for inland waterways workers;
 - Safety and Security;
 - Crewing levels and working time;
 - Training and qualification.

Resolution 23: Improving the Effectiveness of the Work of the Inland Navigation Section

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the decisions of recent ITF Congresses and the adoption of Work Programmes and Resolutions on various themes concerning Inland Navigation;
2. Noting that there are key themes that unite workers across the continents such as health and safety, training, working time, new technologies, manning levels, accident prevention; labour regulation for cross-border workers;
3. Noting that the industry has a key role in the international logistics chain, e.g. the Panama Canal, in harbour tugs, in river and lake based corridors such as the Ganges/Padma, the Rhine, Paraguay/Parana and in North America;
4. Noting the increased attention being given by governments to water transport as a sustainable, less environmentally damaging alternative to other forms of freight transport;
5. Noting the growth of ferries as an integral part of urban public transport;
6. Noting the internationalisation of the river cruise industry and the increasing role of major enterprises;
7. Taking into account the lack of international standards from the ILO, the absence of an international regulatory body and the lack of social committees in the emerging River Commissions;
8. Calls for a strengthening and improvement of the work of the section;
9. Resolves to establish a Section Steering Committee in accordance with the ITF Constitution. The Committee should meet on a regular basis and reflect in its composition the various regional interests and sub-sectoral aspects of the Inland Navigation Sector.

Resolution 24: Tugboats and Towboats

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Noting that ITF affiliates' declare members working on tugboats and towboats in three different ITF Sections depending on their union structure and/or constitution: Seafarers, Dockers and Inland Navigation.
2. Has concerns that in recent years there have been an increasing number of attacks on the conditions of tugboat and towboat workers employed in companies that operate globally.
3. Is aware of the ongoing pressure from several global tugboat and towboat operators to change the model of employment from the traditional "employee / employer" relationship, to a "business partnership" model that erodes the conditions that ordinarily apply to crews and thereby undermines the basic principles of decent work and secure employment.
4. Requesting the ITF to develop a global organising strategy for the tugboat and towboat sector to protect and improve the rights of the crews.
5. Urging the Fair Practices Committee to establish a "Tugboat and Towboat Task Force" in line with other FPC established task forces to coordinate the organising strategy of the tugboat and towboat industry, to address challenges in the industry including employment models and the introduction of new technology.

Resolution 25: Fisheries

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. The deep-sea fishermen of West Africa, Ivorians, Senegalese and Ghanaians, and the deep-sea fishermen of the Indian Ocean, Seychellois, Mauritians, Madagascans and others are united today in calling for pay disparities between the East and West of the African continent to cease.
2. Maritime workers are sick and tired of being made to compete with one another while their states profit from financial payments made by the owners of tuna boats.
3. Using domestic deep-sea fishermen as crew is not an excuse for fuelling wages dumping between workers.
4. Both French and Spanish shipowners use skilled labour without paying the price for it.
5. From both sides of Africa, the deep-sea fishermen demand the establishment of a collective agreement for these African seafarers.
6. Maritime workers want the ITF to support this demand and to use all its power to help them to ensure that negotiated commitments are signed on an international level.
7. The deep-sea fishermen also want ITF members to commit to the achievement of this just claim.

Resolution 26: Reaffirming the ITF's full Support for its organising Efforts at Delta Airlines

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Acknowledging that Delta Air Lines is one of the biggest airlines in the world;
2. Acknowledging that Delta Air Lines is the biggest anti-union carrier in the world;
3. Acknowledging that every worker at Delta Air Lines is entitled to the fundamental human right to join a union;
4. Acknowledging that every day workers at Delta are prevented from joining a union, they, along with all airline workers throughout the world, suffer;
5. Acknowledging that the key element to ensuring that workers at Delta enjoy the right to form a union is a global campaign coordinated by the ITF;
6. Noting that the International Association of Machinists and Aerospace Workers (IAM) continues its campaign to organize Delta Flight Attendants and Ground Staff;
7. Noting that the IAM's specific campaign with Delta Air Line's Flight Attendants is at a critical stage and the AFL-CIO has given the IAM exclusive jurisdiction to conduct this campaign;
8. Resolves that the ITF and its affiliates give their full support to the IAM's organizing efforts at Delta Air Lines;
9. Resolves that the ITF and its affiliates will coordinate efforts to assist the IAM in bringing union representation to Delta Air Line's non-union workforce; and
10. Resolves that the ITF Secretariat will continue to work closely with the IAM to bring justice and dignity to Delta Air Line workers.

Resolution 27: Safe and accessible Railways

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Reiterates its support for public ownership of the railways;
2. Instructs the incoming Executive Board to campaign for safe and accessible railways, to oppose the expansion of Driver Only Operation (DOO) and to defend the safety-critical operational role of guards/conductors on the railway;
3. Believes Driver Only Operation is a less safe method of train operation;
4. Resolves to maximise support for guards/conductors and other rail workers taking action and instructs the Executive Board to campaign for a guarantee of a guard/conductor on every train;
5. Wholeheartedly and unequivocally condemns those governments who have backed private train operators in the introduction of Driver Only Operation;
6. Believes that as well as protecting safety and providing service and security the guarantee of a guard/conductor on every train is also vital for access for disabled and elderly passengers;
7. Welcomes the support for an accessible railway from disabled and pensioner campaigners and organisations, in addition to passenger groups, and resolves to continue campaigning with them in the future in order to build greater public support for safe railways, which are accessible to all and which are run in the public interest under public ownership.

Resolution 28: Transdev

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Congress condemns recent actions by global operator Transdev. The company is currently attempting to force unfair pay and conditions on TWU bus drivers in Western Australia.
2. Congress notes that bus drivers operating in our public transport network play an important and essential role in our community. They are entrusted with the safety of many of the most vulnerable people in society every day. Attacks on the workforce are therefore a serious safety risk for all passengers and road users.
3. Congress supports the hundreds of bus drivers in Western Australia that are currently taking industrial action to fight back against Transdev's insistence on low rates of pay, fatiguing conditions, insecure casual jobs and 20-hour contracts. The company is trying to squeeze the life out of its hard-working bus drivers and the company's actions in Western Australia come on the back of similar disputes in Australia, in Victoria and New South Wales.
4. However, Transdev's reputation and behaviour extends beyond borders and must be roundly condemned. The company recorded revenues of over \$10 billion this year, yet RATP Dev-Transdev continues to suppress workers' rights and levels of safety. Recent struggles in South Korea (KPTU) and New Zealand (RMTUNZ) highlight how important it is for unions to stand together and Congress expresses solidarity with the KPTU campaign for municipalisation of Line 9 and condemns RATP Dev-Transdev's threats of legal action.
5. Congress recognises that economic employers, which are often governments when it comes to public transport, must be pressured to refuse to contract with companies that are driving a race to the bottom in the transport industry.
6. Congress supports unions around the world taking up the fight to Transdev and congratulates TWU members in Western Australia for their fight.

Progression of motions submitted to the ITF's 44th Congress

Motion No.	Title	Discussed by	Outcome	Resolution No.	Notes
1	River Cruise Campaign 2.0	Inland Navigation Section Conference	Adopted as presented	21	
2	ITF Cooperation with Transport Trade Unions and their Associations in the CIS Region		Withdrawn	n/a	
3	Organising Informal Transport Workers		see Composite 1	n/a	Composited with Motion 5
4	Equality & Unity among Affiliates		Withdrawn	n/a	
5	Responsibility of existing ITF Affiliates to organize the Unorganized		see Composite 1	n/a	Composited with Motion 3
6	Identifying a National Point of Contact (NPOC) by the individual National Coordinating Committee of ITF Affiliates		see Composite 2	n/a	Composited with Motion 27
7	Facilitating Global Visa Policies for Seafarers	Seafarers' Section Conference	Adopted as amended	16	Refer to 2nd report of Resolutions Committee (Annex 5)
8	Promoting LGBTQI trade Union Policies in other GUFs	Plenary	Adopted as presented	5	
9	Protecting Seafarers' Rights – Promoting global Solidarity – Ensuring effective Implementation of Mexico City Policy	Seafarers' Section Conference	Withdrawn	n/a	Refer to report of Seafarers' Section Conference
10	Safe & Accessible Railways	Railway Workers' Section Conference	Adopted as presented	27	
11	Seafarers' Rights	Seafarers' Section Conference	Adopted as amended	17	Refer to 1st report of Resolutions Committee (Annex 1)
12	Improved international and regional Labour, Welfare and Safety Standards for IN Crews in developing Countries	Inland Navigation Section Conference	Adopted as amended	22	Refer to 2nd report of Resolutions Committee (Annex 5)

Motion No.	Title	Discussed by	Outcome	Resolution No.	Notes
13	Reaffirming the ITF's full Support for its organising Efforts at Delta Airlines	Civil Aviation Section Conference	Adopted as amended	26	Refer to 2nd report of Resolutions Committee (Annex 5)
14	CGT Motion to ITF Congress	Joint Seafarers' and Dockers' Section Conference	No supporter, therefore motion fell	n/a	Refer to report of Joint Seafarers' and Dockers' Section Conference
15	Building Claims Convergence	Railway Workers' Section Conference	Remitted to next Railway Workers' Section Steering Committee	n/a	Refer to report of Railway Workers' Section Conference
16	Mediterranean - Sea of Convenience	- Seafarers' Section Conference - Dockers' Section Conference - Joint Joint Seafarers' and Dockers' Section Conference	Adopted as presented	18	
17	Promotion of bilateral Relationships through the Interaction of national Trade Unions with the Aim to represent the Interests of Trade Union Members	Seafarers' Section Conference	Withdrawn	n/a	Refer to report of Seafarers' Section Conference
18	Protecting Young Seafarers' and Dockers' Rights	- Joint Seafarers' and Dockers' Section Conference - Young Transport Workers' Conference	Adopted as presented	20	
19	Support for Peace on the Korean Peninsula and in East Asia, and the Role of Transport Workers	Plenary	Adopted as amended	6	Refer to 1st report of Resolutions Committee (Annex 1)
20	Improving the Effectiveness of the work of the Inland Navigation Section	Inland Navigation Section Conference	Adopted as presented	23	

Motion No.	Title	Discussed by	Outcome	Resolution No.	Notes
21	On Cabotage	Seafarers' Section Conference	Withdrawn	n/a	Refer to report of Seafarers' Section Conference
22	Global Delivery Supply Chains and E-commerce	Plenary	Adopted as presented	2	
23	On Support for Transport Trade Unions in Palestine	Plenary	Adopted as presented	7	
24	Tugboats and Towboats	Inland Navigation Section Conference	Adopted as amended	24	Refer to 2nd report of Resolutions Committee (Annex 5)
25	Strengthening Communication Networks		Withdrawn	n/a	
26	Fisheries	Fisheries	Adopted as presented	25	
27	Role of ITF National Coordinating Committees		see Composite 2	n/a	Composited with Motion 6
28	Fixed location Warehouse, Logistics and Terminal Workers	Plenary	Adopted as presented	8	
29	Of Protest and Reputation – Profound Concern over Labour Reform	Plenary	Adopted as amended	9	Refer to 1st report of Resolutions Committee (Annex 1)
30	On Reinforcement Work in the Region (Panama)		Withdrawn	n/a	
31	Strengthening the Global Fight for Client Responsibility and Safe Rates	- Plenary - Road Transport Workers' Section Conference	Adopted as amended	3	Refer to 2nd report of Resolutions Committee (Annex 5)
32	Measures in Support of National Shipping	Seafarers' Section Conference	Remitted to next Seafarers' Section Conference	n/a	Refer to report of Seafarers' Section Conference
Composite 1	Organising Informal Transport Workers	- Plenary - Urban Transport Committee - Women Transport Workers' Conference	Adopted as presented	1	Refer to 1st report of Resolutions Committee (Annex 1)

Motion No.	Title	Discussed by	Outcome	Resolution No.	Notes
Composite 2	Role of ITF National Coordinating Committees (NCCs) and National Point of Contact (NPC)	Plenary	Adopted as presented	4	Refer to 1st report of Resolutions Committee (Annex 1)
EM 1	Opposing the international Attack and Blockade against the Bolivarian Republic of Venezuela	Plenary	Adopted as presented	10	
EM 2	Death Penalty Threats against Iranian Truck Strike	Plenary	Adopted as amended	11	Refer to 2nd report of Resolutions Committee (Annex 3)
EM 3	Motion for the Defense of Freedom of Association in Argentina	Plenary	Adopted as presented	12	
EM 4	Attack on Collective Bargaining through Competition Legislation	Plenary	Adopted as presented	13	
EM 5	Attack on Norwegian Seafarers' Jobs	Seafarers' Section Conference	Adopted as presented	19	
EM 6	Yemen	Plenary	Adopted as presented	14	
EM 7	Transdev	Urban Transport Committee	Adopted as presented	28	
EM 8	Industrial Manslaughter	Plenary	Adopted as presented	15	
A	Voting Procedures	Plenary	Adopted as presented	n/a	
B	Elections	Plenary	Adopted as presented	n/a	
C	Role of the Resolutions Committee	Plenary	Adopted as presented	n/a	
D	Congress	Plenary	Adopted as presented	n/a	
E	Greater Inclusion of Young Transport Workers in Affiliate Delegations to Congress	Plenary	Adopted as presented	n/a	
F	Position of young Transport Workers and Women Transport Workers in ITF Structures and the Constitution	Plenary	Adopted as presented	n/a	

Report of the Credentials Committee

1. The Credentials Committee met on 14 October 2018. Members are:

Africa	Adewale Adeyanju, MWUN, Nigeria
Arab World	Dorsaf Saihi, FNT, Tunisia
Asia/Pacific	CA Rajasridhar, AIRF, India Gwee Guo Duan, SMOU, Singapore
Europe	Agis Tselentis, PNO, Greece Karsten Kristensen, 3F, Denmark Jaine Peacock, UNITE, Great Britain Torben Seebold, VERDI, Germany
Latin America /Caribbean	David Massiah, ABWU, Antigua & Barbuda
North America	Leslie Dias, UNIFOR, Canada Mike Mayes, TWU, USA
Observers	Simon Weller, Membership Vetting Group

2. The Committee **elected** Gwee Guo Duan of SMOU, Singapore as its Chair and agreed that the Chair should also act as the Committee's rapporteur.

3. The Committee accepted the recommendations of the Executive Board and agreed to:

- recommend to Congress that the credentials of all affiliated unions which had paid affiliation fees to the end of 2018, or had payment-plan agreed by the Membership Vetting Group (MVG) to settle outstanding affiliation fees, should be approved; and to
- recommend that Congress mandate the Credentials Committee to implement the decisions of the Membership Vetting Group.

4. The Committee then examined the credentials of those delegates who had registered by 10h00 on Sunday 14 October 2018 and found that the credentials of 440 organisations were compliant with Rule XVII, paragraph (4) and could be approved immediately; and, the credentials of 2 organisations with Membership Vetting Group approved payment-plans could also be approved immediately.

5. The credentials of 1 organisation found to be non-compliant with Rule XVII, paragraph (4) would be registered to attend with observer status. The Committee empowered the Chair and the Membership Vetting Group to alter the status of any of these organisations which completed affiliation fee payments during the Congress.
6. The Committee further empowered the Chair and the Membership Vetting Group to examine and determine the credentials of any delegations which arrived after 10h00 on Sunday 14 October 2018 and to act on the Committee's behalf.
7. The Committee noted the affiliates in Table 1 had requested proxy votes. Of the 14 affiliated organisations, 5 submitted their proxy nominee at least four weeks before the beginning of Congress, the remaining 9 were received after the closing deadline of 14 September 2018.
8. The Committee also noted 1 affiliated organisations, were found to be non-compliant with Rule XVII, paragraph (4) and agreed not to grant a proxy in that instance.

Affiliate	Country	Votes	Proxy code	Proxy short name	Proxy country	Proxy Fees	Applicant Fees
Trade Union of Georgian Railwaymen	Georgia	2	THE009	KAZPROF-TRANS	Kazakhstan	PAID	PAID
ACOD/CGSP Telecom Vliegwezen/Aviation	Belgium	1	SEC001	CGSP/ACOD Cheminots	Belgium	PAID	PAID
Sindicato Electricistas Electronicistas Navales	Argentina	1	CEN006	CJOMN	Argentina	PAID	PAID
Sindicato Único de Técnicos Aeronáuticos de Lan Perú (SITALANPE)	Peru	1	ASO005	APA	Argentina	PAID	PAID
Seafarers & Maritime Workers' Union of Western Russia	Russia	1	SEA006	SUR	Russia	PAID	PAID
Confédération Camerounaise du Travail (CCT)	Cameroon	2	SYN094	SNTTAAC	Cameroon	PAID	PAID
Sindicato de Trabajadores de Aerolane	Ecuador	1	ASO005	APA	Argentina	PAID	PAID
Union Nationale des Syndicats Autonomes (UNSA Transports)	France	3	FED001	CGT Cheminots	France	PAID	PAID

Asociación Colombiana de Aviadores Civiles	Colombia	1	ASO005	APA	Argentina	PAID	UNPAID
younion_Die Daseinsgewerkschaft	Austria	8	GEW003	vida	Austria	PAID	PAID
Unión Panameña de Aviadores Comerciales	Panama	1	SIN048	SIELAS	Panama	PAID	OVER PAID
Sindicato Panameño de Auxiliares de Abordo (SIPANAB)	Panama	2	SIN048	SIELAS	Panama	PAID	PAID
Panama Area Metal Trades Council (PAMTC)	Panama	1	UNI053	UCOC	Panama	PAID	PAID
Sindicato Nacional de Trabajadores de Transporte de Pasajeros, Carga En General Y similares De La Republica De Panama (SIN-TRAPACASIPA)	Panama	1	UNI053	UCOC	Panama	PAID	PAID

9. A delegate list based on the Committee's recommendations and the Chair's subsequent action is to be distributed. It shows the presence of 838 delegates and 1,018 advisers from 456 unions (13 of which are organisations represented by proxy) in 126 countries. The total voting strength is 5,216,205 representing approximately 90% of the 5.7 million declared members declared to the ITF.
10. The Committee noted that 129 female delegates and 314 female advisers had so far registered. Committee members were pleased to note that a substantial number (98%) of unions had complied with the recommendation in Rule IV, paragraph (5) of the ITF Constitution that each delegation comprising more than three persons shall aim to include at least one woman delegate.
11. The Committee acknowledged the Executive Board motion (E) to increase young worker's representation at Congress, together with motion F to increase young workers' representation not only at Congress but also in the ITF's structures and those of its member unions.
12. The Committee also noted that 73 young delegates and 207 young advisers, at the age of 35 or under, had so far registered. Committee members were pleased to note that a substantial number (98%) of unions had complied with the recommendation in Rule IV, paragraph (5) of the ITF Constitution that each delegation comprising more than five persons shall aim to include at least one young worker.

13. Tables 2 and 3 list affiliates who were found to be non-compliant with either gender or youth parity.

Affiliate	Country	FINANCIAL ASSISTANCE	Delegation (delegate)	EXPECTED WOMEN DELEGATES	WOMEN DELEGATES REGISTERED	WOMEN ADVISORS	% Women Members	% Women Delegates	Observations
Transport Workers' Union of Australia	Australia	Y	12 (4)	1	0	0	13%	0%	0 women delegates
Federação Nacional dos Trabalhadores em Aviação Civil	Brazil	Y	3 (3)	2	1	0	70%	33%	Women delegation not in proportion to declared women membership
Teamsters Canada	Canada	N	9 (3)	1	0	0	19%	0%	0 women delegates
Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FEETS-FO)	France	N	4 (4)	2	0	0	46%	0%	0 women delegates
Pan-Hellenic Seamen's Federation (PNO)	Greece	N	3 (3)	1	0	0	3%	0%	0 women delegates
Japan Federation of Aviation Industry Unions (Koku-Rengo)	Japan	N	3 (3)	2	1	0	51%	33%	Women delegation not in proportion to declared women membership
Japan Railway Trade Unions' Confederation (JR-RENGO)	Japan	N	10 (6)	1	0	0	6%	0%	0 women delegates
Japan Federation of Service & Tourism Industries Workers' Unions	Japan	N	7 (4)	1	0	0	33%	0%	0 women delegates
Korean Automobile & Transport Workers' Federation	Korea	N	3 (3)	1	0	0	2%	0%	0 women delegates
Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	USA	N	4 (4)	3	2	0	69%	50%	Women delegation not in proportion to declared women membership

Affiliate	Country	FINANCIAL ASSISTANCE	Delegation (delegate)	EXPECTED Youth DELEGATES	Youth DELEGATES REGISTERED	Youth ADVISORS
ACV - Transcom	Belgium	N	6 (5)	1	0	0
Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil- och Transportbranschens Arbetareförbund i Finland) - The Finnish Transport Workers' Union	Finland	N	12 (6)	1	0	0
Fagligt Fælles Forbund (3F)	Denmark	N	12 (6)	1	0	0
Federation of Korean Seafarers' Unions (FKSU)	Korea	N	16 (6)	1	0	0
General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)	Japan	N	15 (7)	1	0	0
Japan Railway Trade Unions' Confederation (JR-RENGO)	Japan	N	10 (6)	1	0	0
Seko service och kommunikationsfacket	Sweden	N	9 (5)	1	0	0
Trade Union of Railwaymen and Transport Construction Workers of Russia	Russia	N	21 (9)	1	0	0

14. The Committee suggested that the incoming body overseeing preparations for Congress 2023, in order to encourage further compliance with the representation rules, may wish to consider removing a delegate card from unions in breach of these.
15. The Committee noted that 179 nominations for the election of the General Secretary had been received from affiliates in compliance with Rule XVII, paragraph (4).
16. The Committee agreed that nominations for any positions within the ITF's structures would only be accepted on the basis of the nominee's union being in compliance with Rule XVII, paragraph (4) or had a Membership Vetting Group approved payment-plan in place.
17. The Committee also agreed that movers and seconders of motions would only be accepted from attendees with delegate status and therefore whose affiliated organisation was in compliance with Rule XVII, paragraph (4) or had a Membership Vetting Group approved payment-plan in place.

Gwee Guo Duan
Chair

First Report of the Resolutions Committee

1. The 2014 Resolutions Committee met on 14 October 2018.
2. Members of the 2014 Resolutions Committee are:

Africa	Tabudi Abner Ramakgolo, SATAWU, South Africa
Arab World	George Turkieh, LCCA, Lebanon
Asia/Pacific	P.M. Mohammed Haneef, CPSA, India Max Abad, AMOSUP, Philippines Mich-Elle Myers, MUA, Australia
Europe	Mark Dickinson, NIUK, Great Britain (chair) Brigitta Paas, FNV, Netherlands Diana Holland, UNITE, Great Britain Dorotea Zec, SUC, Croatia Fleming Schmidt, 3F, Denmark
Latin America /Caribbean	Julian Sosa, SLF, Argentina
North America	Owen Herrnstadt, IAM, USA Peter Kennedy, UNIFOR, Canada

3. The Committee noted that the Executive Board had considered and accepted the report of the Resolutions Committee on its work in preparation for the Congress, including incorporating relevant issues raised in motions in the Congress Theme Document.
4. The Committee agreed to refer the following motions to the ITF's 44th Congress Plenary:

Motion	Title	Amendments
8	Promoting LGBTQI trade union policies in other GUFs	None
22	Global Delivery Supply Chains and E-commerce	None
23	On Support for Transport Trade Unions in Palestine	None
28	Fixed location warehouse, logistics and terminal workers	None
31	Strengthening the Global Fight for Client Responsibility and Safe Rates	Yes - accepted

5. The Committee further agreed to refer the following composited and redrafted motions (see annex 1) to the ITF's 44th Congress Plenary, as agreed with the movers of the original motions:

Motion	Title
3+5	Organising Informal Transport Workers
6+27	Role of ITF National Coordinating Committees (NCCs) and National Point of Contact (NPC)
19	Support for Peace on the Korean Peninsula and in North East Asia, and the Role of Transport Workers
29	Of Protest and Reputation – Profound Concern over Labour Reform

6. The Committee agreed to refer the following motions to the Seafarers' Section Conference:

Motion	Title	Amendments
7	Facilitating Global Visa Policies for Seafarers	Yes - accepted
11	Seafarers' Rights	Redraft see annex 1
16	Mediterranean - Sea of Convenience	None

7. The Committee agreed to refer the following motion to the Dockers' Section Conference:

Motion	Title	Amendments
16	Mediterranean - Sea of Convenience	None

8. The Committee agreed to refer the following motions to the Joint Seafarers' and Dockers' Section Conference:

Motion	Title	Amendments
16	Mediterranean - Sea of Convenience	None
18	Protecting Young Seafarers' and Dockers' Rights	None

9. The Committee agreed to refer the following motions to the Inland Navigation Section Conference:

Motion	Title	Amendments
1	River Cruise Campaign 2.0	None
12	Improved international and regional labour, welfare and safety standards for IN crews in developing countries	Yes - accepted
20	Improving the Effectiveness of the work of the Inland Navigation Section	None
24	Tugboats and Towboats	Yes - accepted

10. The Committee agreed to refer the following motion to the Fisheries Section Conference:

Motion	Title	Amendments
26	Fisheries	Yes

11. The Committee agreed to refer the following motion to the Railway Workers' Section Conference:

Motion	Title	Amendments
10	Safe & Accessible Railways	None

12. The Committee agreed to refer the following motion to the Road Transport Workers' Section Conference:

Motion	Title	Amendments
31	Strengthening the Global Fight for Client Responsibility and Safe Rates	Yes - accepted

13. The Committee agreed to refer the following motion to the Civil Aviation Section Conference:

Motion	Title	Amendments
13	Reaffirming the ITF's full support for organising efforts at Delta Airlines	Yes - accepted

14. The Committee agreed to refer the following composited motion to the Urban Transport Committee:

Motion	Title
3+5	Organising Informal Transport Workers

15. The Committee agreed to refer the following composited motion to the Women Transport Workers' Conference:

Motion	Title
3+5	Organising Informal Transport Workers

16. The Committee agreed to refer the following composited motion to the Young Transport Workers' Conference:

Motion	Title	Amendments
18	Protecting Young Seafarers' and Dockers' Rights	None

17. The Committee noted that the following motions had been withdrawn by the movers:

Motion	Title
2	ITF Cooperation with Transport Trade Unions and their Associations in the CIS Region
30	On Reinforcement Work in the Region (Panama)

18. The Committee is in ongoing discussions with the movers of the following motions, seeking withdrawal or, if no agreement can be reached, negotiating a redraft:

Motion	Title	Amendments
4	Equality & Unity among Affiliates	Yes - accepted
25	Strengthening Communication Networks	None
14	CGT Motion to ITF Congress	None

19. The Committee is seeking to remit the following motions:

Motion	Title	Section	Amendments
9	Protecting Seafarer's Rights	Seafarers' / JSDC	Yes
17	Promotion of bilateral Relationships through the Interaction of national Trade Unions	Seafarers' / JSDC	None
21	On Cabotage	Seafarers' / JSDC	Yes
32	Measures in Support of National Shipping	Seafarers'	Yes
15	Building Claims Convergence	Railway Workers'	None

20. A process for remitting was agreed by the Committee, giving movers of the motions and movers of any amendments the opportunity to speak to their motion/amendments at the relevant Section Conference at Congress. The motion and any amendments will then be remitted to the next relevant conference or meeting after Congress, with a process post-Congress agreed between the relevant parties in Singapore.
21. The Committee noted that a number of emergency motions had been received (attached as annex 2). It was agreed that the following motions met the criteria of being of a truly urgent nature:

Motion	Title	Amendments
Emergency 1	Opposing the international attack and blockade against the Bolivarian Republic of Venezuela	Plenary
Emergency 2	Death Penalty Threats against Iranian Truck Strike	Plenary
Emergency 3	Motion for the Defense of Freedom of Association in Argentina	Plenary
Emergency 4	Attack on Collective Bargaining through Competition Legislation	Plenary
Emergency 5	Attack on Norwegian Seafarers' Jobs	Seafarers'

22. The final version of Emergency Motion 5 was not available at the time of the meeting. Due to time constraints, the Committee mandated the Chair to confirm the wording and refer the motion to the Seafarer's Section Conference, which is scheduled to take place before the next Committee meeting.
23. The Committee agreed to arrange a further meeting following the deadline for the receipt of emergency motions, at which an update on negotiations with movers would be given and any further emergency motions discussed. A further report would be presented to Congress following this meeting.

ANNEX 1

Composite Motion 1: Organising Informal Transport Workers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recognises the necessity for working men and women to have decent jobs to live a life of dignity for themselves and their families.
2. Aware that one of the ways of unscrupulous employers is to hire casual labour on contracts in new job openings or to replace the permanent employees, and this informality is increasing on a regular basis.
3. Notes the 43rd Congress statement that organising informal transport workers presents a "major challenge" and proposal to "implement a specific programme to train unions in methodologies for organising workers in informal transport operations".
4. Notes the very positive achievements of the ITF's Informal Transport Organising Project and the success of the 'mentor union' model of organising, and congratulates the five mentor unions who led the project: ATGWU (Uganda), NCTU (Philippines), NETWON & ITWAN (Nepal), SNTT (Colombia) and SYNATRA (Niger).
5. Notes the success of affiliates in building mass membership of informal transport workers during the project, including:
 - More than 100,000 informal transport workers newly organised within ITF-affiliated unions across all unions participating in project activities.
 - Launch of three new unions representing informal transport workers.
- Women leaders elected to represent informal women workers on national transport union committees in six countries.
- More than 300% increase in trade union membership of women working in the informal transport economy across six countries.
- New constitutions and/or procedures inclusive of informal workers adopted by unions in six countries.
- New organising strategies specifically directed to informal workers adopted by 15 unions in nine countries.
- New Collective Bargaining agreements covering informal transport workers in six countries.
- Major victories against police harassment of informal transport workers.
6. Supports the demands of the Informal Transport Workers' Charter, as adopted by the 16 ITF affiliated unions participating in the project evaluation workshop held 28 July 2016 in Kampala, Uganda.
7. Notes the importance of organised informal transport workers in the success of the Our Public Transport campaign, particularly in the introduction of Bus Rapid Transit systems in Africa.
8. Notes the impact of automation and digitalisation on the growth of informal and precarious work in the transport sector, and the opportunities to learn from informal workers' organising strategies and skills in organising workers in the

'platform' economy in transport who need the protection of trade unions. This support is in the larger interest of trade union survival and solidarity.

9. Notes the essential importance of union sustainability and self-reliance through the regular, efficient and accountable collection and administration of union dues.
10. Calls on the ITF to:
 - Develop a long-term programme of support for union organisation among informal transport and other unorganised workers, building on the experience of the mentor unions and extending activities to include other countries and regions.
 - Assist affiliates to share experiences and organise the unorganised.
 - Extend the 'Visibility of Women' component of the informal workers' organising programme to strengthen informal women workers' opportunities for more skilled and secure employment in transport, informal women's representation and leadership, and initiatives to address violence and harassment against women in the informal transport workplace.
 - Strengthen cooperation between and within unions representing informal and formal economy workers, particularly those organising in the context of digitalisation and automation.
 - Recognise that road and urban transport have been the focus of informal organising so far, and extend support to include informal workers from other transport sectors and their supply chains, notably in docks, railways, logistics, fisheries, and tourism.

- Support innovation in the collection, security and administration of membership dues to strengthen the sustainability of unions with mass membership among informal workers, including the use of mobile banking applications and membership administration software and training (the 'Sustainable Unions Project').
- Build union capacity to negotiate the transition from the informal to the formal economy as adopted in ILO Recommendation 204
- Ensure that informal transport workers' representatives are fully included in the ITF's policy development and representation at a regional and global level with the key institutions concerned, including the World Bank, ILO, UNDP etc.

Submitted by:

- **Nepal Yatayat Mazdoor Sangh (NETWON), Nepal**
- **National Union of Seafarers of India (NUSI), India**
- **Independent Transport Workers Association of Nepal (ITWAN), Nepal**
- **Amalgamated Transport & General Workers Union (ATGWU), Uganda**
- **Public Transport Operators Union (PUTON), Kenya**
- **Matatu Workers Union (MWU), Kenya**
- **National Confederation of Transport Unions (NCTU), Philippines**
- **Shivsangram Taxi & Rickshaw Union (STRU), India**
- **Auto, Taxi, Private Transport Workers HMS Federation (ATPSTW HMS), India**
- **Pakistan Seamen's Union (PSU), Pakistan**
- **Maritime Union of India (MUI), India**

Composite Motion 2: Role of ITF National Coordinating Committees (NCCs) and National Point of Contact (NPC)

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes that the ITF's Constitution encourages affiliates to establish national coordinating committees (NCCs) to discuss and coordinate ITF activities (Rule II, Article 3d).
2. Recognises that the purpose of NCCs is to bring together ITF affiliated unions to coordinate their collective contribution to the ITF's work and to support each other at a national level.
3. Recognises the positive impact NCCs have had on affiliate ownership of the ITF work programmes, communication and interaction between affiliates, and the strengthening of individual affiliates.
4. Calls on affiliates, supported by ITF regional offices, to establish or develop NCCs to:
 - Discuss, develop and implement a national work plan to contribute to the ITF's global and regional strategy;
 - Contribute to the delivery and monitor the progress of relevant ITF projects and campaigns;
 - Monitor ITF membership in their country, including the payment of ITF affiliation fees, and to develop strategies to increase affiliation, including growing declared membership amongst existing affiliates and identifying and engaging with non-affiliated unions;
- Mobilise national and international solidarity where needed;
- Share best practice amongst the national unions;
- Encourage and help affiliates to develop structures and activities for the engagement of women and young members;
- Develop joint positions, where possible, on national issues, such as nation-wide industrial or political matters;
- Develop national sectoral strategies and coordination, where possible, to contribute to ITF work in MNCs, hubs and corridors, and integrated public transport systems in cities;
- Submit nominations for ITF elected positions;
- Facilitate communication between national affiliates and keep the ITF secretariat informed about the activities of the NCC and any important national developments.
5. Calls on each NCC, supported by ITF regional office, to:
 - Meet at least once per year, but may meet more frequently as required;
 - Elect a chair and a secretary, one of whom should serve as a national point of contact (NPC) for each country;

- Ensure that NPCs communicate, exchange information, identify shared challenges, share experiences, and coordinate work programmes with the NPCs of other NCCs;
 - Ensure that information gathered by NPCs is disseminated at the national level to participant unions of the NCC and any other affiliates in that country;
 - Ensure that women and young transport workers are represented on the NCC;
 - Invite all ITF affiliated unions to join the NCC and to attend NCC meetings;
 - Where appropriate, invite non-affiliated unions to attend NCC meetings;
 - Communicate with affiliates and the ITF regional secretariat about the agenda for forthcoming meetings;
 - Keep a record of all NCC meetings (including key discussion points, decisions made and action points agreed) for distribution to ensure national affiliates and the ITF secretariat remain informed;
 - Encourage all national affiliates to ensure the ITF secretariat has the most up-to-date information about the union (membership figures, key office holders, contact details, etc.).
- Assist the chair and secretary of each NCC with the coordination of NCC meetings;
 - Provide each NCC with progress reports on the implementation of ITF regional work programme;
 - Attend NCC meetings where possible, and at least once per year;
 - Link the work of the NCC to the ITF's regional and global work programmes, and ensure information is shared;
 - Encourage collaboration with Global Union Federations (GUFs) where appropriate.

Submitted by:

- **The State Railway Workers' Union of Thailand (SRUT), Thailand**
- **National Union of Seafarers of India (NUSI), India**

Supported by:

- Pakistan Seamen's Union (PSU), Pakistan
 - Maritime Union of India (MUI), India
 - The State Enterprise Electrified Train Workers' Union (SEETU), Thailand
 - The Transport Co., Ltd State Enterprise Employees Union (TRAN-U), Thailand
 - The State Enterprise Labour Union of Expressway Authority of Thailand (LU-EXAT), Thailand
 - Thai Airways International Union (TG Union), Thailand
 - Airports Of Thailand Public Company Limited State Enterprise Worker Union (AOT.SWU), Thailand
6. Calls on the ITF regional secretariats to:
- Where possible, provide logistical and operational support to NCCs when requested;
 - Appoint a member of the regional secretariat to act as a liaison with each NCC and its NPC;

- Wingspan Workers' Union (WWU), Thailand
- Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association, Nigeria
- Maritime Workers' Union of Nigeria, Nigeria
- National Union of Air Transport Employees, Nigeria
- Nigeria Union of Railway Workers, Nigeria
- National Union of Road Transport Workers, Nigeria
- Air Transport Services Senior Staff Association, Nigeria
- Aviation & Airports Services Workers Union, Kenya
- Dockworkers' Union Kenya, Kenya
- Kenya Bodaboda, Tuktuk and Taxi Workers Union, Kenya
- Kenya Long Distance Truck Drivers & Allied Workers Union, Kenya
- Kenya Shipping, Clearing and Warehouse Workers' Union, Kenya
- Matatu Workers Union, Kenya
- Public Transport Operators Union, Kenya
- Railway and Allied Workers' Union, Kenya
- Seafarers Union of Kenya, Kenya
- Transport Workers Union Kenya, Kenya
- Sindicato Nacional dos Profissionais de Estiva e Ofícios Correlativos, Mozambique
- Sindicato Nacional dos Trabalhadores da Indústria Hoteleira, Turismo e Similares, Mozambique
- Sindicato Nacional dos Trabalhadores de Aviação Civil, Correios e Comunicações, Mozambique
- Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro, Mozambique
- Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica, Mozambique

Motion 19 (revised): Support for Peace on the Korean Peninsula and in Northeast Asia, and the Role of Transport Workers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recent developments in Korea have ushered in a new era in which peace on the Korean Peninsula and in Northeast Asia is now possible to imagine. After 70 years of division and hostility, recent summits between the leaders of North and South Korea and the United States have set a new course towards denuclearisation of the Korean Peninsula and the establishment of a peace regime in Northeast Asia. The ITF Congress recognises that these developments would not have been possible without the efforts of workers and common people in Korea and East Asia for peace.
2. In order to achieve a permanent peace regime, however, the recent agreements reached between North and South Korea and North Korea and the United States, which include provisions for reduction of military tensions and the establishment of peaceful relations, must be enacted, and a Peace Treaty to end the Korean War signed. The participation of workers in this process must be guaranteed.
3. Of central importance to transport workers is the agreement between North and South Korea to establish cross-border transport beginning with the holding of a ground-breaking ceremony for the connection of the railways and roads along the east and west coasts by the end of this year.
4. Transport workers, especially railway workers, can lead the way in responding to the opportunities and challenges of this historic moment by building a collective vision for peace in the region based on the completion of the Northeast Asian railway network through the connection of the South and North Korean railways. The completion of the Northeast Asian railway network must be done in a way that protects workers' conditions and users' rights to safe, convenient and affordable transport.
5. To this end, the ITF and its affiliates agree to
 - Support the work of ITF affiliates for peace in Korea and Northeast Asia.
 - Support the exchange of railway and other transport workers in Northeast Asia and the Eurasian continent with the goal of building a collective vision for peace and equality supported by the competition of an integrated, safe, affordable and worker-friendly Northeast Asian and Eurasian continental railway.

Submitted by:

- **Korean Public Service and Transport Workers' Union (KPTU), Korea**
- **KPTU-Korean Railway Workers' Union (KRWU), Korea**
- **Japan Confederation of Railway Workers' Unions (JRU), Japan**

Motion 29 (revised): Protest and Reputation – Profound Concern over Labour Reform

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes the dramatic increase in the use of legislative interference by governments across the world to restrict and/or deny the trade union and collective bargaining rights of workers.
2. Condemns regressive labour law reforms that restrict or deny the fundamental rights of workers.
3. The Brazilian Federal Act 13.467/2017 of 13/07/2017, which removed Brazilian workers' rights, including rights acquired and won over a long time. The notorious labour reform further restricts the right of workers to seek and gain access to the Labour Courts by imposing costs beyond the means of the working class.
4. The Brazilian National Federation of Railway Workers (FNTF), a trade union federation, whose headquarters is at Avenida Passos, 91 - 9º. Andar – Centro, Rio de Janeiro, RJ, Brazil, acting on behalf of its affiliated unions, hereby declares as follows:
 5. In compliance with the deadline set for the 44th ITF Congress of 2018, to be held between 14th and 20th October 2018 in Singapore, the Brazilian National Federation of Railway Workers submits a: Motion of protest and reputation.
 6. Grounds: Constitutional Amendment 45 of 08/12/2004 amended Article 114 of the 1988 Constitution, clause 2 of which requires businesses to consent to the judgment of collective disputes if they reject collective bargaining. Act No. 13.429/2017, known as the Outsourcing Act allows the outsourcing of all and any business activities, facilitating job insecurity; Federal Act 13.467/2017, the Labour Reform, amended about 100 articles of the Consolidated Labour Legislation (CLT), thereby conflicting with the Brazilian Constitution, notably article 7 of the constitution, which covers the rights of urban and rural workers.
 7. The harmful consequences for workers: Legislation was passed to limit workers' access to justice with the approval of Constitutional Amendment 45 of 08/12/04, which amended Article 114(2) of the Brazilian Constitution, specifying that: "If either of the parties rejects collective bargaining or arbitration, they shall be empowered, by common accord, to seek a judgment of a collective dispute of an economic nature, the Labour Court being able to resolve the conflict subject to abidance by the minimum legal provisions and previously agreed contractual provisions on employment protection".
 8. This amendment gives employers complete control over collective bargaining, allowing them to refuse to negotiate and, absurdly, only with their agreement may unions refer matters to the labour courts for the judgment of collective disputes. Never has an employer agreed to a collective dispute being referred for judgment. Now that the labour reform has been passed by the National Congress, not even the minimum provisions are binding in negotiations, as the continued legal effect ("proactivity") of pre-existing clauses has been eliminated, together with the option for direct negotiations between employers and employees over particular working conditions, including working time.

9. Act No. 13.429/2017 allows unlimited, unrestricted and completely unregulated outsourcing of all business activities (end and means activities). This act states that the contracting company shall have secondary liability as opposed to joint and several liability. In other words, the worker may only bring litigation against the Contracting Company once the cover of the outsourced company is exhausted, which will require years of legal proceedings, as well as imposing costs for workers seeking access to the courts.
10. Act 13.467/2017, the Labour Reform, amended the Consolidated Labour Legislation (CLT), conflicting with the Brazilian Constitution, particularly article 7, which covers the rights of urban and rural workers, causing immediate harm to Brazilian workers of every kind. The amendments imposed have undermined unions, federations and confederations by changing the regulations governing the funding of the confederal system, as well as making it difficult for workers to gain access to the courts by imposing costs that workers cannot afford.
11. At the Federal Supreme Court, there are 5 lawsuits bringing Direct Action for Unconstitutionality that will take 13 long years to be judged by that institution. Meanwhile, countless collective disputes have been deemed closed without a substantive ruling as the business owners have not agreed to have the disputes submitted for judgment. There are also 20 lawsuits bringing Direct Actions for Unconstitutionality that are questioning the constitutional status of the labour reform. Contrary to the law, the labour reform introduced separates the unions from their bases, generating an even

greater lack of protection for workers by introducing the requirement for specific, prior authorisation for the payment of union contributions, a financial resource that is absolutely essential for the maintenance of Brazilian union organisations.

12. Notes with concern that several provisions of Act 13.467/2017 directly contravene, among others, ILO Conventions 98 and 154, which were ratified by Brazil in 1952 and 1992 respectively.
13. To this motion we append copies of the legislation created or amended with their grounds so as to provide the conditions for an in-depth analysis of our complaints.

Conclusion:

14. In view of the clear and immediate harm caused to our workers by the introduction of the aforementioned legislation, the National Federation of Railway Workers (FNTF) and its affiliates demand that this motion of protest and reputation be admitted and approved and that through the 44th ITF Congress it be submitted to the Brazilian authorities listed below, which have a constitutional duty to comply with the Brazilian Constitution and Brazilian Legislation and to ensure the compliance of others.

FEDERAL SUPREME COURT

The Federal Supreme Court is the highest authority of the Brazilian judiciary.

Address: Supremo Tribunal Federal, Praça dos Três Poderes, Brasília, DF – CEP 70175-900



NATIONAL CONGRESS

The National Congress is the appointed Federal Legislature and exercises legislative power by means of the Chamber of Deputies and the Federal Senate.

Address: Congresso Nacional, Praça dos Três Poderes, Brasília, DF – CEP 70160-900

FEDERAL GOVERNMENT & PALÁCIO DO PLANALTO [Presidential residence]

Address: Governo Federal – Palácio do Planalto, Praça dos Três Poderes, Brasília, DF – CEP 70150-900

15. Requests the ITF to:

- call on the Government of Brazil to ensure that it fulfils its obligations under both the Brazilian Constitution and

relevant ILO Conventions by subjecting Law 13.467/2017 to thorough review by the competent authority, by providing for appropriate tripartite consultation to occur, and by implementing all amendments necessary to comply with those international and constitutional obligations; and

- work in concert with its affiliates, the International Trade Union Confederation, the other Global Union Federations, and relevant non-governmental organisations to fight for fundamental workers' rights in Brazil.

Submitted by:

- **Federação Nacional dos Trabalhadores Ferroviários (FNTF), Brazil**

Motion 11 (revised): Seafarers' Rights

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Supports binding international laws on employers which promote, protect and improve seafarers' rights in an era when automation and disruptive technology will increasingly affect commercial decisions and operations in the global shipping industry.
2. Believes that the majority of the world's 1.64m seafarers remain on basic rates of pay and tours of duty, which are exploitative, discriminatory and damaging to seafarer health and safety.
3. Believes that the surplus of Ratings, forecast to continue for the foreseeable future, will be absorbed by the expected doubling in global sea trade over the next twenty years.
4. Resolves to support reforms to international regulations which strengthen enforceable seafarer employment rights in the shipping industry and which protect employment levels and training for the global seafaring workforce.
5. Requests that the ITF establish a working group to develop a strategy, to be endorsed by the Seafarers Section Committee, on how to propose amendments at an inter-governmental level for amendment of the ILO Maritime Labour Convention.
6. Key areas to be considered include the principle of equal pay for equal work for seafarers, and an improvement in employment conditions and the hours of work that are currently permitted within the industry.

Submitted by:

- **National Union of Rail, Maritime and Transport Workers (RMT), UK**

ANNEX 2

Emergency Motion 1: Opposing the international attack and blockade against the Bolivarian Republic of Venezuela

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. We note that there is an international systematic attack and a deliberated economic and financial blockade against the institutions and democratically elected government, including trade unions, of the Bolivarian Republic of Venezuela.
2. We note that it is strengthened through the international media where there is an intense campaign for imperialist interests and against the sovereign people of the Bolivarian Republic of Venezuela, actions that affect the workers and their mass organisations.
3. We note that the people of Venezuela, inspired by the legacy of Comandante Chávez, is entitled to enjoy autonomy and sovereignty over its political and economic decisions.
4. We note that the economic and social problems that impact upon the quality of life of the Venezuelan people have been caused principally by the interventionist actions of some foreign governments, with the imposition of illegal and unilateral coercive measures and the initiation of a bloody economic war, whose purpose is to generate the conditions for a foreign military intervention.
5. We note that the US sanctions prohibiting Venezuela from being able to purchase medications, foodstuffs and mass consumer goods and essentials produced in other countries constitute serious human rights violations as they cause death and hardship to Venezuelan families.
6. We note that the struggle of the Venezuelan people and their unions against this continuous aggression by imperialism and its allies is designed to maintain and deepen Bolivar and Chávez's project for independence and justice and to make our native land greater within the framework of the great power of Latin America.
7. We note that this requires us to close ranks, to steel our resolve, to prevent them from confusing us with their campaigns and to reinforce our unity.
8. We note that Venezuelan transport workers have been able to create a strong national organization, covering all sectors of transport but the international blockade poses a risk for their jobs and the future of their families.



9. We resolve:

- To support the free, sovereign and independent status of the Bolivarian Republic of Venezuela and the right of its people to self-determination.
- To reject any form of intervention, be it military, economic or financial, that affects the people of the Bolivarian Republic of Venezuela.
- To demand an end to the illegal international blockade imposed, which imposes a burden on the people of the Bolivarian Republic of Venezuela.

- To demonstrate our support for the people of the Bolivarian Republic of Venezuela, particularly the male and female workers of that country.

Submitted by:

- **Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexos (FBTTT), Venezuela**

Emergency Motion 2: Death Penalty Threats against Iranian Truck Strike

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes that:
 - a. Iranian truck drivers, in common with other workers in the country, have seen their wages and standard of living decline steadily over the last two decades. Their job security has been under attack, and 350,000 truck drivers have had their pay delayed for months, are suffering from extreme inflation – or both.
 - b. In May 2018, self-organised truck drivers across 25 provinces and 160 cities took strike action over low pay, escalating operating costs and increased tolls and other regulatory fees.
 - c. Since September 22, 2018, in an effort to raise awareness of their plight, almost half a million self-organised truck drivers have been participating in actions across 290 cities across 31 provinces in the country. The truck drivers have been urging their government to address their grievances and allow the workers to have a voice in decisions affecting their livelihoods.
 - d. In the first 16 days of the truckers' strike, more than 200 truck drivers in various provinces were reportedly detained for participating.
 2. Further notes that:
 - a. The Iranian government has repeatedly failed to honour the ILO Declaration on Fundamental Principles and Rights at Work and previous recommendations of the ILO's Committee on Freedom of Association.
 - b. The Global Unions have consistently complained about these violations via the International Labour Organisation, of which Iran is a founder and Governing Body member. In September last year the Global Unions reminded the ILO "to urgently intervene with the government and request that it remedies the above-cited violations of human and trade union rights in line with its obligations as a member state of the ILO."
 3. Condemns in the strongest possible terms the report on 8th October by Iran's state media that a court in Iran's Qazvin province had requested the death sentences for 17 of those arrested during the action. It is clear that this is a cynical government move to promote fear amongst the truckers.
 4. Calls upon:
 - a. The Iranian government to free the imprisoned truckers and immediately cease its campaign of fear against workers, instead listening to the truckers' demands as well as the plea that they have taken industrial action as a last resort as they struggle to feed their families, and that economic solutions are needed.
 - b. The ILO to intervene immediately with the government to halt the reported trials, free innocent workers and bring about dialogue with workers' leaders, reinforcing the aim of achieving trade union rights for Iran's independent unions.
 - c. ITF affiliates to apply pressure wherever possible to convince the Iranian government to respect workers' rights in Iran, to include letter-writing and strategic industrial campaigns.
- Submitted by:
- **Svenska Transportarbetareförbundet (STF), Sweden**

Emergency Motion 3: Motion in defence of union freedom in Argentina

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Due to the terrible situation of anti-union government persecution that the Argentine union movement is suffering, we hereby take the liberty of submitting this Emergency Motion for presentation at Congress.
2. We note that the Argentine people face a difficult economic crisis as a result of poor decisions by the government, which has generated rising inflation affecting the purchasing power and quality of life of Argentine workers.
3. We are dismayed that the Argentine government is deploying anti-union persecution and repression, making illegal and immoral use of the justice system to persecute union leaders. These "interventions" have not occurred since the end of the era of the military government. Through these "interventions" the government appoints relatives of politicians to take charge of union resources, paying themselves extortionate salaries, violating the union constitution and thereby infringing all the principles of union freedom contained in ILO Conventions 87 and 98. As well as being illegal, the detention of union leaders has often resulted in them being detained for years without legal proceedings.
4. We are concerned that one of the most active unions, the ITF-affiliated Federación Nacional de Camioneros and its leaders Hugo and Pablo Moyano are being attacked directly by the President of Argentina.
5. We are seriously worried that the judiciary of an Argentine province, clearly acting at the request of the government, is reportedly issuing an arrest warrant against Pablo Moyano because the Federación de Camioneros is refusing to accept pay cuts for workers. This arrest warrant represents a continuation of the immoral actions taken by the repressive Mauricio Macri government against whom countless complaints have been raised.
6. This 44th ITF Global Congress resolves:
 - To condemn the violation of freedom of union association in any form, including the use of judicial systems to persecute innocent union leaders who exercise their union responsibilities by refusing to betray the principles of the working class.
 - To express its condemnation of the Argentine government for implementing a system of anti-union persecution and terror, imprisoning union leaders and stealing the workers' resources.
 - To ask all ITF affiliates to denounce the immoral and illegal actions of the Argentine government, demanding respect for the rule of law, an end to anti-union repression and freedom for the union leaders detained for political reasons, camouflaged by other justifications. The campaign in solidarity should include, but not be limited to, letters to embassies, the President of Argentina, and political leaders asking them to deliver speeches in Parliament for support including calling the European Commission to act in support.

- To express our solidarity with the Argentine union movement in general and with the Federación de Camioneros and its leaders Hugo and Pablo Moyano, in particular, in this struggle for freedom of union association

Submitted by:

- **Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios (FNTCOTAC), Argentina**

Supported by:

- Transport Workers' Union of Australia (TWUA)

Emergency Motion 4: Attack on Collective Bargaining through Competition Legislation

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. The maritime section of the Spanish union Federación de Servicios a la Ciudadanía de CCOO denounces the actions of the National Commission on Markets and Competition (CNMC) for its actions against collective bargaining between unions and employers. Using the arguments of ensuring free competition between providers of maritime port services, they imposed disciplinary proceedings (with final sanction to unions and companies on 30 July 2018 in the port of Vigo).
2. The role that the CNMC has assumed and the reading that it makes of the possibility of subrogation of workers in case they change companies providing port services, are leading to the halt

of collective bargaining due to fears of suffering new sanctions.

3. For them, we ask all ITF affiliated unions in Singapore to:
 - Reject the actions of the CNMC,
 - Support workers in the maritime port sector in their legitimate rights to collective bargaining.

Submitted by:

- **Federación de Servicios a la Ciudadanía de CCOO (FSC-CCOO), Spain**

Supported by:

- Federación Estatal de Servicios, Movilidad y Consumo de la Unión General de Trabajadores (FeSMC-UGT), Spain

Emergency Motion 5: Attack on Norwegian Seafarers' Jobs

The 44th Congress of the ITF, meeting in Singapore from 14–20 October 2018:

1. Notes with great concern that the Norwegian Government's recent proposal to allow registration of passenger ferries in the Norwegian NIS ship's register, and the negative consequences this will have for the Norwegian ferry sector in form of job losses for national seafarers, unfair competition and social dumping;
2. Notes also that the recent proposal will most probably have a domino effect on the entire Nordic ferry sector, including the Baltic Sea and the North Sea, with severe social consequences for thousands of seafarers and their families;
3. Notes further that no in-depth analysis of the consequences of the above proposal has been made by the Norwegian Government;
4. Further notes that the Norwegian Prime Minister in the Parliament on 10 October 2018 claims that no seafarers will lose their jobs, because the catering personnel on board are not seafarers; this is in breach with MLC which are ratified by Norway;
5. Urges the Norwegian Government to withdraw the above proposal and instead engage in a meaningful dialogue with the Norwegian maritime social partners on the way forward for the Norwegian ferry sector.

Submitted by:

- **Norwegian Seafarers' Union (NSU), Norway**

Supported by:

- 3F, Denmark
- Brancheorganisationen Luftfart och Jernbane (BLJ), Denmark
- Cabin Union Denmark (CUD), Denmark
- CO-Søfart, Denmark
- Dansk Metalarbejderforbund, Denmark
- Det Norske Maskinistforbund, Norway
- ERTO, Finland

Second Report of the Resolutions Committee

1. The 2014 Resolutions Committee met on 15 October 2018 for a second time during the ITF's 44th Congress.
2. The Committee recalled the report from its meeting of 26 July 2018 with the Executive Board's proposal to invite Congress to adopt the ITF Policy on Congress Motions as the mandate for the Resolutions Committee for the forthcoming inter-Congress period, commencing with the close of the 44th Congress (annex 1).
3. The Committee noted that, in addition to the five emergency motions discussed in the first meeting, three further emergency motions had been received before the deadline at 17:00 hrs on 14 October 2018 (annex 2):

Motion	Title	Referral
EM 6	Yemen	Plenary
EM 7	Transdev	Urban Transport Committee
EM 8	Industrial Manslaughter	Plenary

4. It was agreed to refer Emergency Motion 7 to the Urban Transport Committee and Emergency Motions 6 and 8 to Plenary. The Committee agreed that Emergency Motion 8 would need to be redrafted and be finalised by the Chair in conjunction with movers.
5. It was noted that Emergency Motion 2 had been re-drafted in discussion with the movers and the amended version is attached (annex 3).
6. The Chair reported that discussions continued with the movers of seven motions at the time of the meeting. These were as follows:

Motion	Title	Recommendation
Motion 4	Equality & Unity among Affiliates	Seeking withdrawal
Motion 9	Protecting Seafarers' Rights – Promoting global Solidarity – Ensuring effective Implementation of Mexico City Policy	Remit to FPC
Motion 14	CGT Motion to ITF Congress	Seeking withdrawal
Motion 17	Promotion of bilateral Relationships through the Interaction of national Trade Unions with the Aim to represent the Interests of Trade Union Members	Remit to FPC
Motion 21	On Cabotage	Remit to FPC
Motion 25	Strengthening Communication Networks	Seeking withdrawal
Motion 32	Measures in Support of National Shipping	Remit to Seafarers' after Congress



7. NB. Motions 4, 9, 17, 21 and 25 were subsequently withdrawn by the movers, and motion 32 was remitted to the next Seafarers' Section Conference after Congress.
8. The Committee agreed to make the recommendation to remit Motion 14 as amended to the FPC after Congress, proposing that the mover requests an opportunity to speak to their motion at the Joint Seafarers' and Dockers' Conference (annex 4).
9. The Committee agreed to make final versions of motions, where amendments had already been accepted by the movers, available to the Congress via the Congress App (annex 5).
10. The Chair informed the Committee that he would not stand as a candidate for the next mandate, as he felt it was time to allow someone younger to take the helm. He thanked everyone for their support and commitment to the work of the Resolutions Committee.

ANNEX 1

ITF Policy on Congress Motions - DRAFT

This policy sets out the rules and requirements that apply to ITF affiliates in relation to Congress motions.

About motions

- Motions are the draft texts submitted to ITF Congress containing policy proposals for decision. If approved by Congress, they gain the status of resolutions. Once a resolution has been passed at Congress, the decision still stands until such time as it is changed by a future Congress.
- According to the ITF Constitution, each ordinary Congress must have an agenda item for motions.
- Alongside other strategic documentation, Congress resolutions guide and form the work of the ITF over the inter-Congress period.

Format and language

- Motions must be submitted in the required format. A receipt will be sent to the affiliate to acknowledge that their motion has been received.
- Only motions submitted in the name of an affiliate will be acceptable (i.e. motions cannot be submitted in the name of a region or section).
- Affiliates are required to restrict the texts of motions to a maximum of 1000 words.
- Each motion should cover only one subject, or closely related subjects. Where more than one diverse subjects are covered, more than one motion must be submitted.

- Individual affiliates must limit themselves to a maximum of three motions.
- While affiliates may submit Congress motions in different languages, the English text will be considered the definitive version in all matters relating to their interpretation.

Content

- All motions must be consistent with the ITF Constitution.
- Motions must ask the ITF or a constituent of the ITF (e.g. section and region) to take some kind of action (e.g. campaigning, lobbying, public condemnation etc.).
- Motions must not duplicate existing policy.
- Motions must be practical and achievable within reason over an inter-Congress period.
- Motions relating to national disputes should only be submitted if they raise major strategic or trade union rights issues.
- Motions must cover major issues relating to the transport industry, as opposed to more restrictive technical or sectoral issues (which can be dealt with by other forums e.g. section meetings). Motions relating to broad policy or political issues will be considered by the Resolutions Committee in the context of existing ITF policy.
- Motions to amend the Constitution are handled in the same way as the other motions – the only difference being that they must be submitted to a membership vote and must receive at least two-thirds of the valid votes cast to succeed.

- Where an issue or request relates to the content of the Congress theme document, affiliates are asked to submit a suggested amendment to the Congress theme document.

Deadlines

- The deadline for the submission of Congress motions is 4 months before the Congress begins, as set out in Rule IV (14) of the ITF Constitution.

"Motions for consideration by an Ordinary Congress shall be submitted so as to reach the General Secretary at least four months before the Congress begins. The final agenda of an Ordinary Congress shall be issued to affiliated organisations at least two months before the Congress begins."

- The deadline for amendments to motions is 4 weeks, as set out in Rule IV (15):

"Amendments to motions placed on the agenda of an Ordinary Congress shall reach the General Secretary at least four weeks before the Congress begins"

- Before each Ordinary Congress, the Executive Board will confirm a timetable for the submission of motions. Affiliates are encouraged to submit motions in advance of the 4 month deadline, to facilitate the work of the Resolutions Committee.

Amendments to motions

- Amendments to motions submitted by unions within the prescribed deadlines will, if accepted by the movers of the original motion, be composited by the Resolutions Committee.
- Amendment of motions at the Congress, or in the various conferences to which motions have been referred, is only possible by the Resolutions Committee and in agreement with the movers of the original motion.

Emergency motions

- As stated in Rule IV (14) of the ITF Constitution, "Emergency motions may be presented to an Ordinary Congress, but shall only be discussed if the Standing Orders Resolutions Committee decides that they are truly of an urgent character and could not have been submitted with the notice prescribed above."
- Emergency motions should be submitted by the first day of Congress and must be submitted in one of the working languages of the Congress.

Decisions on motions

- The Resolutions Committee will be mandated by the Executive Board to apply this policy and the rules contained within it, in accordance with the terms of reference for the Resolutions Committee.
- Where an issue or request relates to the content of the Congress theme document, the Resolutions Committee may suggest an amendment to the Congress theme document, as an alternative to the proposed motion.
- Some affiliates may submit motions on a similar subject, in which case the Resolutions Committee will contact the affiliates in question to discuss possible compositing of the motions.
- The Resolutions Committee may contact some affiliates to discuss amendments or adjustments to their motion(s). Suggested amendments may be content related, to ensure the motion meets with the criteria, or may be improvements to ensure that the wording is clear and unambiguous and can be easily translated into the other Congress languages.

- Motions may also be "referred" or "remitted" to the Executive Board, or any other ITF body (e.g. a section committee), in agreement with the movers. This mechanism is useful where there may be issues of fact with the original text or lack of unanimity on the subject, to give affiliates the opportunity to give the motion due consideration. A motion that is "referred" or "remitted" in this way, once passed, would not have the status of a resolution of the Congress.
- If a motion does not meet the criteria, or where the affiliate does not agree to the amendments or compositing suggested, the Resolutions Committee may decide that the motion should not be submitted to Congress.

Appeals

- The decisions of the Resolutions Committee may be appealed to a panel, which will consist of (1) the ITF President, or one of the ITF Vice Presidents (as designated by the President); and (2) at least two other members of the Standing Orders Committee.
- Members of the Appeals Panel should not already be members of the Resolutions Committee, and must not be representatives of any of the unions that are appealing.
- Any affiliate wishing to appeal a decision of the Resolutions Committee must notify the General Secretary of their intention to do so at least 10 days before the start of Congress, unless the appeal relates to a decision about an emergency motion.
- In the event of any appeals, the Appeals Panel will meet on the first day of Congress.
- The decisions of the Appeals Panel are final.

Voting on motions

- Motions are either voted upon in plenary, or in the section conferences or the Women Transport Workers' or Young Transport Workers' Conferences at Congress, depending on the determination of the Resolutions Committee.
- Motions must be formally moved and seconded and then debated before being put to the vote. The presiding Chair will invite delegates to vote in favour of the motion, against the motion, or to abstain.
- A simple majority is required for a motion to become a resolution. (The exception to this is a motion to amend the Constitution, which must be submitted to a membership vote and must receive at least two thirds of the valid votes cast to be passed).

Guidance for affiliates

- Guidance will be provided to affiliates, to assist the process. The guidance will be based on the agreed criteria. It will accompany the invitation to submit motions and will be made available to affiliates via the appropriate Congress communications channels.

Resolutions Committee

The role of the Resolutions Committee is to ensure that the ITF Policy on Congress Motions is followed. The terms of reference for the Resolutions Committee sits alongside this policy.

ANNEX 2

Additional emergency motions – Emergency Motion 6: Yemen

The 44th ITF Congress, held in Singapore between 14th and 20th October 2018:

1. Noting the suffering of the people and workers of Yemen as a result of the dispute.
2. Noting the actions taken by the alliance forces to control and block the airports and the ports of Yemen.
3. Noting the efforts of the maritime and transport workers in Yemen to do whatever in their capacity to guarantee minimum humanitarian support including food and medicine supplies to reach to the people who need it.
4. Noting the thousands of Yemenis, who lost their lives and were injured, including women and children.
5. We, the ITF affiliates in Yemen:
 - Appreciate the ITF support to the transport workers in Yemen, and
 - The support by the international community to provide necessary food and humanitarian support.
6. Call for:
 - The ITF Congress to pressure the international community and the alliance forces to keep the airports and ports open for the humanitarian supplies.
 - Keeping all ports and airports open to guarantee free movement to all people in Yemen.
 - The ITF to continue the support to the affiliates in Yemen.

Submitted by:

- **Fédération Nationale des Transports (FNT), Tunisia**

Emergency Motion 7: Transdev

The 44th ITF Congress, held in Singapore between 14th and 20th October 2018:

1. Congress condemns recent actions by global operator Transdev. The company is currently attempting to force unfair pay and conditions on TWU bus drivers in Western Australia.
2. Congress notes that bus drivers operating in our public transport network play an important and essential role in our community. They are entrusted with the safety of many of the most vulnerable people in society every day. Attacks on the workforce are therefore a serious safety risk for all passengers and road users.
3. Congress supports the hundreds of bus drivers in Western Australia that are currently taking industrial action to fight back against Transdev's insistence on low rates of pay, fatiguing conditions, insecure casual jobs and 20-hour contracts. The company is trying to squeeze the life out of its hard-working bus drivers and the company's actions in Western Australia come on the back of similar disputes in Australia, in Victoria and New South Wales.
4. However, Transdev's reputation and behaviour extends beyond borders and must be roundly condemned. The company recorded revenues of over \$10 billion this year, yet RATP Dev-Transdev continues to suppress workers' rights and levels of safety. Recent struggles in South Korea (KPTU) and New Zealand (RMTUNZ) highlight how important it is for unions to stand together and Congress expresses solidarity with the KPTU campaign for municipalisation of Line 9 and condemns RATP Dev-Transdev's threats of legal action.
5. Congress recognises that economic employers, which are often governments when it comes to public transport, must be pressured to refuse to contract with companies that are driving a race to the bottom in the transport industry.
6. Congress supports unions around the world taking up the fight to Transdev and congratulates TWU members in Western Australia for their fight.

Submitted by:

- **Transport Workers' Union of Australia (TWUA)**

Emergency Motion 8: Industrial Manslaughter

The 44th ITF Congress, held in Singapore between 14th and 20th October 2018:

1. Workers around the world are being killed on the job by total lack of safety procedures and precautions.
2. Since the deadline for the submission of Congress motions, there have been two stevedore fatalities in New Zealand, one in Auckland and one in Gisborne.
3. This issue is cross-sectional, as the Road Section will hear of the fatalities of truck drivers in Australia being also on the rise, with the most recent on 13 September 2018 when two truck drivers were killed.
4. We believe that every worker has the right to go to work and come home safely to their family.
5. This ITF Congress fully supports the call for the right for workers to go to work and come home safely to their loved ones.
6. Urges Congress to support the development of a worldwide strategy to legislate, if possible in each country, that employers and the supply chain who deliberately undermine safety, if found guilty, have to face major fines or jail time.

Submitted by:

- **Maritime Union of Australia (MUA)**

Supported by:

- Maritime Union of New Zealand (MUNZ)
- Transport Workers' Union of Australia (TWUA)

ANNEX 3

Revised emergency motions – Emergency Motion 2 (revised): Death Penalty Threats against Iranian Truck Strike

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Notes that:
 - a. Iranian truck drivers' employment security has been adversely affected, and 350,000 truck drivers have had their pay or rates delayed for months, are suffering from extreme inflation – or both.
 - b. In May 2018, self-organised truck drivers across 25 provinces and 160 cities took strike action over low pay, escalating operating costs and increased tolls and other fees.
 - c. Since September 22, 2018, in an effort to raise awareness of their plight, almost half a million self-organised truck drivers have been participating in actions across 290 cities across 31 provinces in the country. The truck drivers have been urging their government to address their grievances and allow the workers to have a voice in decisions affecting their livelihoods.
 - d. In the first 16 days of the truckers' strike, more than 200 truck drivers in various provinces were reportedly detained for participating.
2. Further notes that:
 - a. The Global Unions have consistently complained about labour rights violations in Iran via the International Labour Organisation, of which Iran is a founder and Governing Body member. In September last year the Global Unions reminded the ILO "to urgently intervene with the government and request that it remedies the above-cited violations of human and trade union rights in line with its obligations as a member state of the ILO."
 - b. The ITF is awaiting an official response from the Government of Iran in relation to this matter.
 3. Condemns in the strongest possible terms the report on 8th October by Iran's state media that a prosecutor in Iran's Qazvin province had requested the death sentences for 17 of those arrested for merely participating in the action.
 4. Calls upon:
 - a. The Iranian government to free the imprisoned truckers and immediately cease its campaign of fear against workers, instead listening to the truckers' demands as well as the plea that they have taken industrial action as a last resort as they struggle to feed their families, and that economic solutions are needed.
 - b. The ILO to intervene immediately with the government to halt the reported trials, free innocent workers and bring about dialogue with workers' leaders, reinforcing the aim of achieving trade union rights for Iran's independent unions.
 - c. ITF affiliates to apply pressure wherever possible to convince the Iranian government to respect workers' rights in Iran, to include letter-writing and strategic industrial campaigns.

Submitted by:

- **Svenska Transportarbetareförbundet (STF), Sweden**

ANNEX 4

Motion 14 (revised): CGT Motion to ITF Congress

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. The CGT for naval personnel and officers draws the attention of congress to the deregulation imposed on affiliates in France. In order to regularise this situation and to allow the rights of international seafarers to be protected to the maximum, the CGT calls on congress to support it in the following:
2. We demand that ITF management does not block the signing of agreements between ship owners and union representatives of the country where the ship is stopping if the agreement is better than the original agreement for seafarers on board.
3. We demand that the advance notice of 48 hours that ITF inspectors are required to give to ship owners before any inspection should be eliminated because it allows ship owners the maximum opportunity to conceal instances of deregulation applied to seafarers before an inspection:

Document IBF MEMORANDUM OF AGREEMENT 14En0605lbf2014MoaFinal.pdf:

"ITF Inspections except in cases where ITF Inspectors are requested to attend a vessel to deal with a specific seafarer complaint, they should, where possible, provide a minimum of 48 hours' notice of an intended inspection to IBF covered vessels."

4. We ask the ITF to take a position so that ITF inspectors should not suffer interruptions for fallacious reasons to the inspections that they conduct on non-compliant vessels and that they should be able to complete their work properly. Regrettably, we encounter this scenario too often.

Submitted by:

- **Fédération des Officiers de la Marine Marchande UGICT CGT (FOMM UGICT CGT), France**
- **Fédération Nationale des Syndicats Maritimes CGT (FNSM-CGT), France**

ANNEX 5

Final versions of motions with accepted amendments – Motion 7: Facilitating global Visa Policies for Seafarers

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the Maritime Labour Convention 2006, that sets out seafarers' rights to decent conditions of work and provides comprehensive worldwide protection of the rights of seafarers;
2. Mindful that seafarers are covered by the provisions of other ILO instruments, including Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), that introduced modern security features into the seafarers' ID to help to resolve the urgent question of seafarers being refused admission into the territory of countries visited by their ships for the purposes of shore leave and transit and transfer to join or change ships;
3. Recognizing that seafarers are a unique type of travellers who are in need of a fast and flexible visa application and issuance process in order to go to work, go home after completion of the tour of duty and to take shore leave;
4. Noting with concern that, for several years now, labour supply countries' seafarers have encountered serious practical difficulties in obtaining a visa to enter, re-enter or transit different countries, including the Schengen area states, due to procedural difficulties, differences in the rules' interpretation which cause serious administrative and operational difficulties for seafarers and their employers;
5. Deplores the present state of affairs and considers it to be unfair;
6. Urges that every effort is made to facilitate the visa regulations for seafarers' to join and to leave vessels in the ports located worldwide. Requests that all affiliates concerned lobby their national administrations and international organizations concerned for implementation of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185). This will create a visa free option, and for a seafarer an internationally accepted SID. The SID together with the valid Crew List should be enough to transit through the ports located worldwide.

Submitted by:

- **Seafarers' Union of Russia (SUR), Russia**

Supported by:

- Norwegian Seafarers' Union (NSU), Norway
- Seafarers Union of Croatia (SUC), Croatia
- Pan Hellenic Seamen's Federation (PNO), Greece
- Lithuanian Seafarers Union (LSU), Lithuania
- National Union of Seafarers of India (NUSI), India

Motion 12: Improved international and regional Labour, Welfare and Safety Standards for IN Crews in developing Countries

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Recalling the resolutions **adopted** at the ITF Congresses in 2010 and 2014 about need of international labour standards for inland navigation workers worldwide;
2. Noting that the inland navigation sector in Asia alone exceeds 290,000 km of waterways where more than 1 billion tons of cargo and 560 million passengers are moved each year. The regional inland waterway transport (IWT) fleet consists of more than 450,000 vessels, with a combined carrying capacity of 40 million tons. While overall numbers of workers is unknown there are for example at least 4.6 million workers in Bangladesh along the over 6500 km inland navigation waterways.
3. Acknowledging the importance of international waterways as a sustainable mode of transport for both cargo and people;
4. Noting the close links between maritime shipping and inland navigation and the interlinkage between the two sectors within the transport supply chain;
5. Noting that the fatal accidents in the inland navigation sector in developing countries far exceed accidents at sea and urgent actions must be taken to address measures to reduce death on the rivers;
6. Noting that continual maintenance of waterways by qualified personnel is essential to their commercial future;
7. Taking into account lack of any appropriate labour, welfare and safety standards for inland navigation crews in developing countries;
8. Calls upon the ITF to further support activities of the ITF IN affiliates in developing countries and especially Asia/South Asia to improve and implement proper welfare facilities and decent workers conditions for IN crews.
9. Calls upon the ITF Executive Board and the ITF IN Section to keep pressure on the International Labour Organisation (ILO) and the International Maritime Organisation (IMO) as well as other bodies:
 - on the establishment of international standards for inland navigation workers;
 - or revising and promoting the existing ones.
10. These standards as a minimum should address the following issues:
 - Social security and minimum wages for inland waterways workers;
 - Safety and Security;
 - Crewing levels and working time;
 - Training and qualification.

Submitted by:

- **Bangladesh Noujan Sramik Federation (BNSF), Bangladesh**

Motion 13: Reaffirming the ITF's full Support for its organising Efforts at Delta Airlines

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Acknowledging that Delta Air Lines is one of the biggest airlines in the world;
2. Acknowledging that Delta Air Lines is the biggest anti-union carrier in the world;
3. Acknowledging that every worker at Delta Air Lines is entitled to the fundamental human right to join a union;
4. Acknowledging that every day workers at Delta are prevented from joining a union, they, along with all airline workers throughout the world, suffer;
5. Acknowledging that the key element to ensuring that workers at Delta enjoy the right to form a union is a global campaign coordinated by the ITF;
6. Noting that the International Association of Machinists and Aerospace Workers (IAM) continues its campaign to organize Delta Flight Attendants and Ground Staff;
7. Noting that the IAM's specific campaign with Delta Air Line's Flight Attendants is at a critical stage and the AFL-CIO has given the IAM exclusive jurisdiction to conduct this campaign;
8. Resolves that the ITF and its affiliates give their full support to the IAM's organizing efforts at Delta Air Lines;
9. Resolves that the ITF and its affiliates will coordinate efforts to assist the IAM in bringing union representation to Delta Air Line's non-union workforce; and
10. Resolves that the General Secretariat will continue to work closely with the IAM to bring justice and dignity to Delta Air Line workers.

Submitted by:

- **International Association of Machinists and Aerospace Workers (IAM), USA**

Motion 24: Tugboats and Towboats

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Noting that ITF affiliates' declare members working on tugboats and towboats in three different ITF Sections depending on their union structure and/or constitution: Seafarers, Dockers and Inland Navigation.
2. Has concerns that in recent years there have been an increasing number of attacks on the conditions of tugboat and towboat workers employed in companies that operate globally.
3. Is aware of the ongoing pressure from several global tugboat and towboat operators to change the model of employment from the traditional "employee / employer" relationship, to a "business partnership" model that erodes the conditions that ordinarily apply to crews and thereby undermines the basic principles of decent work and secure employment.
4. Requesting the ITF to develop a global organising strategy for the tugboat and towboat sector to protect and improve the rights of the crews.
5. Urging the Fair Practices Committee to establish a "Tugboat and Towboat Task Force" in line with other FPC established task forces to coordinate the organising strategy of the tugboat and towboat industry, to address challenges in the industry including employment models and the introduction of new technology.

Submitted by:

- **Maritime Union of Australia (MUA), Australia**

Motion 31: Strengthening the Global Fight for Safe Rates and Client Responsibility

The 44th Congress of the ITF, meeting in Singapore from 14-20 October 2018:

1. Around the world, commercial vehicle drivers are forced to drive for long hours while fatigued, speed, overload and engage in other dangerous driving practices due to low rates of payment and other cost cutting measures by 'economic employers' – clients, governments and large transport companies at the top of supply chains. Despite the fact that this situation puts commercial drivers and all road users at severe risk, these economic employers escape responsibility as a result of systems of complex subcontracting and a lack of regulation on accountability throughout the supply chain.
2. In response, a model for forcing clients and transport companies throughout supply chains to pay fair rates and ensure decent conditions, thus relieving truck drivers from pressures to engage in dangerous driving practices and greatly reducing accidents, has been developed through collaboration among academics, lawyers, politicians and trade unions over the last two decades. This model, known as safe rates, has been recognised as a best practice for improving road safety and guaranteeing decent work in global supply chains by the ILO and is supported by representatives from the industry, employers, governments and unions.
3. Furthermore, the safe rates model has been partially introduced in law in countries such as Australia, South Korea and Canada, and integrated into agreements reached with clients nationally and globally. Most recently, in 2018 the Transport Workers' Union of Australia (TWU) and ITF reached a global agreement with the major transport company Toll, the TWU and the major national retailer Coles signed a set of supply chain principles that apply in Australia, and the Korean Public Service and Transport Workers Union Cargo Truckers' Solidarity Division (KPTU-TruckSol) won the passage of a limited safe rates system through the South Korean Parliament. In Europe, the ITF, ETF and their affiliates have expanded their organising and campaigning for supply chain accountability from major retailers and local work for local conditions for cross-border drivers. In the United States, the Teamsters have had landmark wins on the LA Port and continue the fight for the rights of drivers. In Argentina, unions have led the fight for governments to promote social justice in our industry.
4. These advancements form the basis to strengthen the fight to win unlimited safe rates in national legislation and establish the model as an international standard. Building on this foundation, the TWU and KPTU-TruckSol have planned escalating strike and protest action in Australia and South Korea over the next two to three years.

5. Recognising the opportunity recent wins and planned national struggles provide, the ITF and its affiliates commit to carrying out a global safe rates campaign over the next Congress period including the following actions:

- Organising a Safe Rates Symposium in the Asia Pacific Region during the upcoming Congress period.
- Support for the fights to win unlimited safe rates legislation and hold clients responsible in Australia, South Korea and other countries through solidarity actions at embassies and solidarity delegations at times of major strike and protest action.
- Continued support for cross-border organising, the effort to achieve 'local work for local conditions' for cross-border drivers, and pressure on major clients in Europe.
- Efforts to put pressure on supply chains influenced or controlled by governments in their capacity as economic employers, including through government expenditure and contracts.

- Support for protests and actions cross Europe, North America and Africa.
- Efforts to influence the debate at the ILO on road transport safety and a convention on decent work in global supply chains, including through the participation of relevant affiliates at key tripartite meetings.
- Continued efforts to build relationships and work together with transport industry employers and other stakeholders who support safe rates towards introduction and implementation of the system.
- The allocation of adequate staffing and financial resources to carry out these activities.

Submitted by:

- **Korean Public Service and Transport Workers' Union (KPTU), Korea**



Civil Aviation Section Conference Report

The Civil Aviation Section Conference took place on 15th October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Mohammed Dauda Safiyanu (Nigeria) was **elected** Rapporteur.

Carol Ng (Hong Kong) and Jas Gill (Great Britain) were **elected** Scrutineers.

Robert Hengster (ver.di) Germany and Enrique Carmona (Spain) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a presentation on the Congress Theme Document, which focused on the Section's priorities. The background research on which the Section's work programme is based was also presented in detail.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Civil Aviation Section Secretary gave a presentation outlining the section's priorities for 2019-2023. The Conference received many speakers from the floor in response to the presentation. The main issues raised were:

- The need for affiliates and the ITF alike to invest in organising and capacity building in Asia Pacific in response to the geographic shift and huge growth in aviation there.
- Particular challenges in the region were the large number of fast growing Low Cost Carriers, the number of areas with little or no aviation union coverage and non-Low-Cost but anti-union carriers;
- The need to lobby sub regional bodies in Africa on ATM and other issues; and
- As a result of ITF's lobbying work on cabin air quality, a bill was passed in US Congress last week to enable a study of contamination in bleed air.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the motion referred by the Resolutions Committee, as follows:

Motion 13: Reaffirming the ITF's full support for organising efforts at Delta Airlines

The Conference unanimously **adopted** the motion including amendment 1.

Agenda item 6: Elections

The following were **elected** by the Conference:

Chair Joseph Tiberi (IAMAW, USA)

Co-Vice Chair Oliver Richardson (UNITE, Great Britain)

Co-Vice Chair Edgardo Llano (APA-Argentina)

Women Transport Workers' Representative Dorsaf Sayhi (FNT, Tunisia)

Young Transport Workers' Representative Shauna McCormack (Fórsa, Ireland)

Ordinary Members

Katharina Wesenick (ver.di, Germany)

Sara Nelson (AFA, USA)

Moustapha Abani (SAMAC, Niger)

Francisco Luiz Xavier de Lemos (SINA, Brazil)

Anneli Nyberg (Parat, Norway)

Luigi Mansi (FIT-CISL, Italy)

Steve Purvinas (ALAEA, Australia)

The regional section affiliates confirmed their Section Regional Officers as detailed below:

Africa

Chair - Mohammed Daufa Safiyanu (NUATE, Nigeria)

Arab World

Chair - Chahira Mostafai, (FNNT, Algeria)

Asia/Pacific

Chair - Jacqueline Tuwanakotta (IKAGI, Indonesia)

Europe (ETF Civil Aviation Section)

Chair - Oliver Richardson (UNITE, Great Britain)

Latin America/Caribbean

Chair - Luiz Sergio de Almeida Dias (FENTAC, Brazil)

North America

Chair - Owen Herrstadt (IAMAW, United States of America)

The Conference agreed the composition of the Civil Aviation Section Committee, attached as Annex 1.

Agenda Item 7: Any other business

Emergency section statement: Hong Kong Cabin Crew

In light of the summary closure of British Airways Hong Kong base and the summary sacking of 85 crew, a statement was unanimously agreed to donate a portion of the funds raised in solidarity with that crew to ITF. The funds should be used by the Civil Aviation section to support future Asia/Pacific crews facing similar difficulties.

ACTION: Section to liaise with Carol Ng (BAHKCCA, Hong Kong) to facilitate donation

Statement: Emirates dispute in Japan

A statement was unanimously **endorsed** on a live dispute for Emirates workers in Japan, where 3 reservations staff were illegally dismissed. After a court order the workers were reinstated with pay but refused work as a result of their union organising activities.

ACTION: Section to write to Emirates protesting the situation

Statement: Dispute in Panama

A statement was unanimously **endorsed** on a bid by airport employers in Panama and the Panamanian government to restrict the right to strike.

ACTION: Section to circulate a message of solidarity

Statement: Marriott Group hotel worker strike, USA

A statement was unanimously **endorsed** regarding the current strike of workers in the Marriott hotels group across the USA. AFA-CWA cabin crew have been able to move their business to other hotels during the strike.

ACTION: Brooks Bitterman (Unite Here, USA) to liaise with Cabin Crew Committee to facilitate further solidarity action and where possible enable crews to avoid using the Marriott Group in the USA for the duration of the strike.

Thanks were made to the outgoing Section Chair, Oliver Richardson, for his excellent leadership during his time as Chair.

Civil Aviation Section Committee

As of 15 October 2018

Section Officers	
Chair	Joseph Tiberi (IAMAW, USA)
1st Vice Chair	Oliver Richardson (UNITE, Great Britain)
2nd Vice Chair	Edgardo Aníbal Llano (APA-Argentina)
Women Transport Workers' Representative	Dorsaf Sayhi (FNT, Tunisia)
Young Transport Workers' Representative	Shauna McCormack (Fórsa, Ireland)
Africa	
Chair	Mohammed Dauda Safiyanu (NUATE, Nigeria)
Arab World	
Chair	Chahira Mostafai, FNNT, Algeria
Asia/Pacific	
Chair	Jacqueline Tuwanakotta (IKAGI, Indonesia)
Europe	
Chair	Oliver Richardson (UNITE, Great Britain)
Latin America/Caribbean	
Chair	Luiz Sergio de Almeida Dias (FENTAC, Brazil)
North America	
Chair	Owen Herrnstadt (IAMAW, USA)
Ordinary Members	
Ordinary member	Sara Nelson, (AFA-CWA, USA)
Ordinary member	Katharina Wesenick (Ver.di, Germany)
Ordinary member	Moustapha Abani (SAMAC, Niger)
Ordinary member	Francisco Luiz Xavier de Lemos (SINA, Brazil)
Ordinary member	Anneli Nyberg (Parat, Norway)
Ordinary member	Luigi Mansi (FIT-CISL, Italy)
Ordinary member	Steve Purvinas (ALAEA-Australia)

In addition, the Chairs of the Civil Aviation industrial sub-sectors (Ground Staff, Cabin Crew, Air Traffic Services) participate in meetings of the committee.



Dockers' Section Conference Report

The Dockers' Conference took place on 16 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Election of Rapporteur, Scrutineers and Tellers

Dan Kask (Canada) was **elected** Rapporteur.

Adam Tylski (Poland) and Victoria Helps (Australia) were **elected** Scrutineers.

Daniel Owusu-Koranteng (Ghana)) and Mayo Uruguaio Fernandes (Brazil) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The **General Secretary** gave a presentation on the Congress Theme Document, which focused on the Section's priorities. The discussion in regards to the Congress Theme Document was taken in conjunction with Agenda item 4, work programme.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

Tortolano gave a presentation on the Section's priorities as laid out in the Congress Theme Document. The **Maritime Coordinator**

provided an update on the work carried out on the ICTSI work campaign, summarised as follows:

- ICTSI's global network terminal had the worst record of violations of workers' rights;
- The original campaign plan focused on Madagascar, Pakistan, Papua New Guinea, Indonesia and Australia;
- Work in Madagascar had been temporarily halted due to internal legal issues within the union;
- Focus on Papua New Guinea and Pakistan would continue through ongoing support for negotiation of CBA's;
- Future targeted countries would be in Latin America and Iraq, calling on the support from the ITF Inspectorate; and
- The next Executive Board would address the contested affiliation in Indonesia.

The Conference welcomed 3 newly affiliated unions from Pakistan, who organise workers in ICTSI ports in Karachi, following the successful organising efforts of the campaign.

The Conference **noted** the request from the Maritime Union of Australia to declare the Victoria International Container Terminal (VICT) in the Port of Melbourne as a Port of Convenience and the differing views of the Australian Maritime Officers Union (AMOU). The Conference further noted the report of the ITF Internal Auditor on the investigation carried out by the ITF, following the original request received in May 2018.

Following the discussion on the issue, the Conference called for a membership vote to be carried out on whether the terminal should be declared a Port of Convenience. The result of the secret ballot membership vote was as follows:

Yes: 75 unions with 213,067 votes (97.87%)

No: 3 unions with 2,040 votes (0.94%)

Abstain: 3 unions with 2,594 votes (1.19%)

3 ballots were spoilt

Based on the outcome of the membership vote, the Conference declared the Victoria International Container Terminal (VICT) at the Port of Melbourne a Port of Convenience. The outcome would be referred to the Joint Seafarers and Dockers Conference on 17 October for consideration.

The Conference had a lengthy discussion on the Congress Theme Document, in particular automation and the negative impact it has had on dockers globally. The two main issues raised by the many speakers were that automation could no longer lead to "union busting" and "de-regulation". The Conference urged that this be incorporated into the outcomes of the Congress Theme Document and form part of the ITF's strategies going forward.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

Motion 16: Mediterranean – Sea of convenience

Due to time constraints and as the motion had also been submitted to the Joint Seafarers and Dockers' Conference, 17 October the Conference agreed to hold over the discussion to that meeting.

Agenda item 6: Elections

The following nominations were received from the floor and **elected** by acclamation:

Chair Paddy Crumlin, MUA, Australia

1st Vice Chair Torben Seebold, VERDI, Germany

2nd Vice Chair Willy Adams, ILWU, USA

Women Transport Workers' Representative Monique Verbeeck, BTB, Belgium

Young Transport Workers' Co-Representative Nick Loridan, BTB, Belgium

Young Transport Workers' Co-Representative Viri Gómez, ILWU, Canada

The Conference mandated the Secretariat to confirm the nominations for the sixteen Ordinary Members of the Section Committee, reflecting regional distribution and subsequently agreed the composition of the Dockers Section Committee, attached as Annex 1.

Agenda Item 7: Any other business

The following Gold Awards were presented at the Conference for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights:

- Ann Anderson, Clerical and Commercial Workers' Union, Guyana (accepted posthumously by Sherwood Clarke)
- Robert McEllrath, ILWU, USA

Dockers' Section Committee

As of 16 October 2018

Section Officers	
Chair	Paddy Crumlin, MUA, Australia
1st Vice Chair	Torben Seebold, VERDI, Germany
2nd Vice Chair	Willie Adams, ILWU, USA
Women Transport Workers' Representative	Monique Verbeeck, BTB, Belgium
Young Transport Workers' Representative	Viri Gómez, ILWU, Canada
Young Transport Workers' Representative	Nick Loridan, BTB, Belgium
Africa	
Chair	Jackie Doe, DOWUL, Liberia
Ordinary member	Simon Sang, DWU, Kenya
Ordinary member	Phillipe Djoula, USYTZPOG, Gabon
Arab World	
Chair	Mahmoud Mansour Edbeis, GUPW, Jordan
Ordinary Member	Salman Al Saad, GFBTU, Bahrain
Asia/Pacific	
Chair	Sang Sik Kim, KFPTWU, Korea
Ordinary member	Arasu Duaraisamy, SPWU, Singapore
Ordinary member	Joe Fleetwood, MUNZ, New Zealand
Ordinary member	Kinichiro Itoya, Kenkoku-Kowan, Japan
Ordinary member	PM Mohammed Haneef, CPSA, India
Europe (ETF Maritime Transport Section)	
Chair	Terje Fenn-Samuelsen, NTF, Norway
Ordinary member	Marc Loridan, BTB, Belgium
Ordinary member	Steve Biggs, UNITE, UK
Ordinary member	Aleksejs Holudnuks, UTAF, Latvia
Ordinary member	Niek Stam, FNV, Netherlands
Ordinary member	Jose Manuel Perez-Vega, SMC UGT, Spain
Latin America/Caribbean	
Chair	Mayo Uruguaio Fernandes, CONTTMAF, Brazil
Ordinary member	Dionne Howard, BMU, Barbados
Ordinary member	Roberto Coria, SGGM, Argentina
Ordinary member	Maynor Sijes Barillas, STEPW, Guatemala
North America	
Chair	John Baker, ILA, United States
Ordinary member	Rob Ashton, ILWU, Canada



Fisheries Section Conference Report

The Fisheries Section Conference took place on 16 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Jorge Alejandro Vargas (Argentina) was **elected** Rapporteur.

Hideo Kon (Japan) and Katishi Masemola (South Africa) were **elected** Scrutineers.

Valérie Latron (France) and Geronimo David Molina (Argentina) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The Assistant General Secretary gave a presentation on the Congress Theme Document, which focused on the Section's priorities. The Conference received speakers from the floor in response to the presentation, the main issues raised were:

- For Argentina, automation was a subject that needed to be considered in great detail, as 50% of their fleets were very old, therefore, Argentina were unable to envisage implementing automation;
- If there was no sustainable fishing policy in place, then automation could lead to no resources to renew fleet and no workers;
- Technological developments had mainly been focussed in Asia, but it was also acknowledged there was a need to focus in other regions, in particular Latin America;
- The effects of automation were not the same in every country;
- The Fisheries membership had seen a slight increase since 2014, developments were visible but there was still a need for a lot more work to be done; and
- There had been 12 ratifications of ILO Convention 188.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

Jon Hartough gave an update on the Thailand project alongside Saw Bow Htoo regarding the exploitation of Asian migrant workers across Asia, the issues faced and the work of the Fisheries Rights Network.

Ken Fleming gave an update on migrant workers in Ireland, a court case was to be summoned at the Ministry of Justice for the fishing industry scheduled to take place late November 2018.

During the discussion the following comments were made:

- Technological developments in the sector were mainly positive as it assisted in the elimination of forced labour;
- It was important to have organised workers and targeted campaigns focussed on the retailers;
- As Thailand begins to clean up its act, it was envisioned other countries in Asia would follow;
- Struggles in Thailand were aided by the media; and
- ITF would be working with Thai Union, owner of John West, King Oscar plus other fish brands, to monitor their code of conduct and development of their inspectorate to ensure they are implemented effectively.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 26: Fisheries

The Conference **adopted** the motion, as presented. The proposal as laid out in Amendment 1 was unable to be moved as Syndicat General Maritime de Madagascar (SYGMMA) were unable to attend Congress due to the unions internal issues, therefore the Conference agreed to discuss at the next meeting of the Fisheries Section Committee.

Agenda item 6: Elections

The following were **elected** by the Conference:

Chair Johnny Hansen, NSU, Norway

1st Vice Chair Kenji Takahashi, JSU, Japan

2nd Vice Chair Angel Juan Navarro, SOMU, Argentina

Women Transport Workers' Representative
Sylvie Roux, CFDT, France

Young Transport Workers' Representative
Jorge Alejandro Vargas, SOMU, Argentina

The Conference mandated the Secretariat to confirm the nominations for the Sixteen Ordinary Members of the Section Committee, reflecting regional distribution and subsequently agreed the composition of the Fisheries Section Committee, attached as Annex 1.

Agenda Item 7: Any other business

There were no other items for discussion.

Fisheries Section Committee

As of 16 October 2018

Section Officers	
Chair	Johnny Hansen, NSU, Norway
1st Vice Chair	Kenji Takahashi, JSU, Japan
2nd Vice Chair	Angel Juan Navarro, SOMU, Argentina
Women Transport Workers' Representative	Sylvie Roux, France, CFDT, France
Young Transport Workers' Representative	Jorge Alejandro Vargas, SOMU, Argentina
Africa	
Chair	Harinony Lucien Razafindraibe, SYGMMA, Madagascar
Vice Chair	Abdou-Derman Adam Mouhamadou, FESYTRAT, Togo
Vice Chair	Vacant
Arab World	
Chair	Vacant
Asia/Pacific	
Chair	Kenji Takahashi, JSU, Japan
Vice Chair	Tae Kil Chung, FKSU, Korea
Vice Chair	Genta Sumarlan, KPI, Indonesia
Vice Chair	Vacant
Europe (ETF Maritime Transport Section)	
Chair	Juan Manuel Trujillo, CC.OO, Spain
Regional 1st Vice Chair	Flemming Smidt, 3F, Denmark
Regional Women's representative	Sylvie Roux, CFDT, France
Member	Árni Bjarnason, FFSÍ, Iceland
Member	Michel Claes, ACV-Transcom, Belgium
Member	Petr Osichansky, SUR, Russia
Member	Vacant
Latin America/Caribbean	
Chair	Angel Juan Navarro, SOMU, Argentina
Vice Chair	Eric Alberto Riffo Paz, SIOMOT, Chile
Vice Chair	Luis Penteado, FNTTAA, Brazil
Vice Chair (Youth)	Hernan Valera, CIOMN, Argentina
North America	
Chair	Vacant



Inland Navigation Section Conference Report

The Inland Navigation Conference took place on 18 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Cynthia Magali Diaz (Argentina) was **elected** Rapporteur.

Richard Crease (Great Britain) and Ivan de la Guardia (Panama) were **elected** Scrutineers.

Vadim Ivanov (Russia) and Maya Schwiegershausen-Güth (Germany) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a presentation on the Congress Theme Document, which focused on the Section's priorities. The debate in regards to the Congress Theme Document was taken in conjunction with Agenda item 4, work programme.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Maritime Coordinator provided an update of the Section's programme, as follows:

- Growing and activating membership;
- Innovative campaign; and
- Global and regional policy.

The Assistant Section Secretary provided an update on the Section's areas of focus, as follows:

- Tug boat network;
- River Cruise campaigns; and
- Social security and health and safety.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 1: River Cruise Campaign 2.0

The Conference **adopted** the motion, as presented.

Motion 12: Improved international and regional Labour, Welfare and Safety Standards for IN Crews in developing Countries

The Conference **adopted** the motion with amendment 1 as presented.

Motion 20: Improving the Effectiveness of the Work of the Inland Navigation Section

The Conference **adopted** the motion, as presented.

Motion 24: Tugboats and Towboats

The Conference **adopted** the motion with amendment 1 as presented.

Agenda item 6: Elections

The following were **elected** by the Conference:

Chair Yuri Sukhorukov, SUR, Russia

Vice Chair (Asia/Pacific) Ashiqul Alam Chowdhury, BNSF, Bangladesh

Vice Chair (Europe) Joris Kerkhofs, ACV Transcom, Belgium

Vice Chair (Latin America/Caribbean) Julio Gonzalez Insafran, CPOFPCM, Argentina

Vice Chair (North America) Terri Mast, ILWU, USA

Women Transport Workers' Representative Valerie Latron, CFDT, France

Young Transport Workers' Representative Cinthia Diaz, CPOFPCM, Argentina

The Conference agreed the composition of the Inland Navigation Section Officers, attached as Annex 1.

Agenda Item 7: Any other business

Gold Award

A Gold Award was presented to the outgoing Chair, Nick Bramley, by ITF General Secretary for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights.

Inland Navigation Section Committee

As of 18 October 2018

Section Officers	
Chair	Yuri Sukhorukov, SUR, Russia
Vice Chair (Asia/Pacific)	Ashiquil Alam Chowdhury, BNSF, Bangladesh
Vice Chair (Europe)	Joris Kerkhofs, ACV Transcom, Belgium
Vice Chair (Latin America/Caribbean)	Julio Gonzalez Insafran, CPOFPCM, Argentina
Vice Chair (North America)	Terri Mast, ILWU, USA
Women Transport Workers' Representative	Valerie Latron, CFDT, France
Young Transport Workers' Representative	Cinthia Diaz, CPOFPCM, Argentina
Africa	
Chair	Vacant
Arab World	
Chair	Vacant
Asia/Pacific	
Chair	Ashiquil Alam Chowdhury, BNSF, Bangladesh
ETF Inland Waterways Section	
Chair	Joris Kerkhofs, ACV Transcom, Belgium
Vice Chair & Women's Representative	Valerie Latron, FGTE-CFDT, France
Vice Chair & Youth Representative	Luka Misic, SPH, Croatia
Vice Chair & Social Dialogue Chair	Jacques Kerkhof, BTB, Belgium
Latin America/Caribbean	
Chair	Julio Gonzalez Insafran, CPOFPCM, Argentina
Vice Chair	Ricardo Ponzi, CONTMAF, Brazil
Vice Chair	Daniel Hevia, FBTTT, Venezuela



Joint Seafarers and Dockers Conference Report

The Joint Seafarers & Dockers Conference took place on 17 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Dorotea Zec (Croatia) was **elected** Rapporteur.

Adam Tylski (Poland) and Lena Dyring (Norwegian) were **elected** Scrutineers.

Maya Schwiegershausen-Güth (Germany) and Rob Ashton (Canada) were **elected** Tellers.

Agenda Item 3: Work Programme

The Maritime Coordinator gave a presentation on the section priorities and work programme 2019-2023 and confirmed the ITF were currently identifying criteria for future weeks of action.

The Conference noted that any requests for ITF inspectors needed to be submitted in writing, addressed to the Maritime Coordinator. The recruitment and appointment process would then be followed.

During the discussion on the work programme, the below comments were raised:

- More focus should be on the Global Network Terminals (GNTs);
- There was a potential to identify regional inspectorate contacts specifically for dockers;

- A windfarm project should be discussed at the FPC and be assigned to the Offshore Task Force Group;
- Interaction with families of own members could make unions stronger;
- The automation of harbours was a technical issue, therefore should be discussed in the Dockers Section; and
- Important to make women and youth a priority in the work programme.

The Conference noted the membership vote that took place at the Dockers Section Conference at its meeting on 16 October 2018 and **endorsed** the decision to declare the Victoria International Container Terminal (VICT) at the Port of Melbourne as a Port of Convenience.

The Conference **adopted** the Congress Theme Document and the Joint Seafarers & Dockers work programme, as presented.

Agenda Item 4: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 16: Mediterranean – Sea of Convenience

The Conference **adopted** the motion, as presented.

Motion 18: Protecting Young Seafarers' and Dockers' Rights

The Conference **adopted** the motion, as presented.

Motion 9: Protecting Seafarers' Rights – Promoting global solidarity – Ensuring effective implementation of Mexico City Policy

Motion 17: Promotion of bilateral relationships through the interaction of National Trade Unions with the aim to represent the interests of Trade Union Members

Motion 21: On Cabotage

The above motions were withdrawn at the Seafarers Section Conference with the below proposal to be considered by this Conference:

Review of the Mexico City Policy

The Seafarers' Section Conference at the 44th Congress recommends the establishment of a working group to review the Mexico City Policy, including the national flag policy and cabotage policy, for endorsement by the Joint Seafarers and Dockers Conference at the 44th Congress.

The full terms of reference for the Working Group will be developed by the ITF Secretariat in consultation with the Joint Chairs taking into account the views of the affiliates and placed before the next Fair Practices Committee Steering Group for endorsement and any proposed changes to the Mexico City Policy are to be presented for adoption at the 45th Congress.

The Conference **adopted** the above proposal.

Motion 14: CGT Motion to ITF Congress

There was no supporter for this motion, therefore the motion fell.

Agenda item 5: Elections

The Conference noted the results of both the Seafarers' and Dockers' Section Conferences for ex officio officers, as follows:

Dockers' Section Chair

Paddy Crumlin, MUA, Australia

Dockers' Section 1st Vice Chair

Torben Seebold, VERDI, Germany

Dockers' Section 2nd Vice Chair

Willy Adams, ILWU, USA

Dockers' Section Women's Representative

Monique Verbeeck, BTB, Belgium

Dockers' Section Young Transport Workers

Co-Representative Nick Loridan, BTB, Belgium

Dockers' Section Young Transport Workers

Co-Representative Viri Gómez, ILWU, Canada

Seafarers' Section Chair David Heindel, SIU, USA

Seafarers' Section 1st Vice Chair Conrad Oca, AMOSUP, Philippines

Seafarers' Section 2nd Vice Chair

Mark Dickinson, NI UK, Great Britain

Seafarers' Section Women Transport Workers' Representative Lena Dyring, NSU, Norway

Seafarers' Section Young Transport Workers Representative Dorotea Zec, SUC, Croatia

The Conference **agreed** the composition of the Fair Practices Committee (FPC), attached as Annex 1.

The Conference also **agreed** the composition of the FPC Steering Group, attached as Annex 2.

Agenda Item 6: Any other business

The Conference sent a message of solidarity for workers in the Port of Melbourne whom had been locked out for 482 days, showing a united front against multinational organisations.

The Conference passed on their condolences of the passing of one of SIU Canada's members, Alfred 'Freddy' Ashen, who lost his life the previous day whilst working on board vessel Spruceglen.

The Conference expressed support for the following:

- The difficulties Iran unions were facing due to the political crisis;
- The rejection of poor health and safety work of the Swedish Transport Workers Union; and
- The organisation of a meeting on 15 November 2018 in CGT Headquarters regarding the issue of migrant workers in the Mediterranean waters.

Gold Awards

The following Gold Awards were presented at the Conference by the ITF President and General Secretary for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights:

- Hanafi Rustandi, KPI, Indonesia (accepted posthumously by Mathias Tambing)
- Stephen Todd, RMT, Great Britain
- Tomas Abrahamsson, SEKO, Sweden
- Thomas Tay, SMOU, Singapore

ANNEX 1**Fair Practices Committee (FPC)****As of 17 October 2018**

Country	Ex-officio seats	Seafarers	Dockers
Africa			
Ghana			Daniel Owusu Korateng MDU
Kenya	Stephen Owaki SUK Regional Chair (S)		Gladys Chepkorir DUK
Liberia	Jackie Doe Regional Chair (D)		
Madagascar		Lucian Razafindraibe SYGMMA	
Nigeria		Douglas Eromobor MWUN	Adewale Adeyaju MWUN
South Africa		vacant	
Tanzania		Josiah Mwakibuja TASU	
Arab World			
Algeria		Seddik Berrama FNNT/UGTA	
Bahrain			Salman Al Saad GFBTU
Jordan	Mahmoud Mansour Edbeis Regional Chair (D)		
Libya	Nermin Al Sharif Regional Chair (S)		
Morocco			Mustapha Ourdanne UMT
Asia/Pacific			
Australia	Paddy Crumlin Section Chair (D)	Martin Byrne AIMPE	Warren Smith MUA
Bangladesh		SM Shafiqur Rahman BSA	
Hong Kong		Tung Tong Chung MNOG	Khu Hon Chung HKSTLSA
India		Abdulgani Serang NUSI	PM Haneef CPSA
Indonesia		Mathius Taming KPI	Suryansyah Bahar Usmansyah JICT
Japan	Yasumi Morita Regional Chair (S)	Hiroyuki Watanabe AJSU	Masaya Tamada Zenoku-Kowan
Korea	Sang Sik Kim Regional Chair (D)	Tae Kil Chung FKSU	Sang Sik Kim KFPTWU
Malaysia			Alagu Balasubramaniam UNEPASS
Myanmar		Linn Kyaw Aung IFOMS	

New Zealand			Joe Fleetwood MUNZ
Pakistan		Adam Panjri PSU	Abdul Razzaki KPT DWU
Papua New Guinea			Daniel Mathew PNGMWIU
Philippines	Conrad Oca 1st Vice Chair (S)	Johnny Oca AMOSUP	Robert Oca PWUP
Singapore		Thomas Tay SMOU	Benjamin Tang Chun Wai POU
South Pacific (Tuvalu / Kiribati)		Ioata Tim* KIOSU Tusaga Iosefa* TOSU	
Sri Lanka			Palitha Atukorale NUSS
Taiwan		Chen Jane Long NCSU	Yang Yao-Chang TDWF
Europe			
Belgium	Monique Verbeeck Women's Rep (D) Nick Loridan Youth Co-Rep (D)	Frank Moreels BTB	Marc Loridan BTB
Croatia	Dorothea Zec Youth Rep (S)	Vladimir Svalina SUC	
Cyprus			Pantelis Stavrou FTPAW
Denmark		A Ole Philipsen Co-Sofart	Jan Villadsen 3F
Estonia		Jyri Lember ESIU	vacant
Finland		Simo Zitting FSU	Marko Piirainen AKT
France		Thierry Le Guevel* CFDT Jean Philippe Chateil* CGT	Lilian Torres FO
Germany	Torben Seebold 1st Vice Chair (D)	Maya Schwiegershausen-Guth Ver.di	Thomas Mendrzik Ver.di
Great Britain	Mark Dickinson NIUK 2nd Vice-Chair (S)	Danny McGowan* NIUK Darren Procter RMT	Steve Biggs Unite the Union
Greece	Agis Tselentis – Regional Chair (S)	John Chalas PNO	
Ireland		Greg Ennis SIPTU	Jerry Brennan SIPTU
Israel		Avi Levy ISOU	Avi Edri HISTADRUT
Italy		Francesco di Fiore FIT-CISL	Berardina Tommasi FIT-CGIL
Latvia		Igors Pavlovs LSUMF	Aleksejs Holodnuks UTAF
Lithuania		Remigijus Kalnius LSU	Romas Liaudanskas IDU
Malta			Jason Deguara GWU
Montenegro		Mitar Miseljic IUWMST	Savo Nikotic IUWMST
Netherlands		Marcel Van den Broek NINL	Niek Stam FNV
Norway	Terje Fenn-Samuelsen Regional Chair (D) Lena Dyring – Women's Rep (S) Johnny Hansen Fisheries Section Chair	Hans Sande NSF	Lars Morten Johnsen NTF

Poland		Jacek Cegielski NSZZ	Adam Tylski NSZZ
Portugal		Antonio A P Delgado SITEFAQ	
Romania		Aurel Stoica RSFU	Petre Costel FNSP
Russia	Yuri Sukhorukov Inland Navigation Section Chair	Yuri Sukhorukov SUR	Vasilij Kozarenko DUR
Spain		Jose Manuel Perez Vega UGT	Jose Perez Dominguez CC.OO
Sweden		Kenny Reinhold SEKO	Peter Lökvist STF
Switzerland		Holger Schatz NICH	
Turkey		Ural Cagirici* DAD-DER Hasan Pekdemir* TDS	
Ukraine		Mikhael Kiryeyev MTWTU	Oleg Grigoryuk MTWTU
Latin America/Caribbean			
Argentina		Marcos Castro* – CCUOMM Geronimo Molina* – SOMU	Roberto Coria GMGM
Brazil	Severino Almeida Regional Chair (S) Mayo Uruguaio Regional Chair (D)	Severino Almeida CONTTMAF	Mayo Uruguaio SINDCONF
Chile		Hector Azua SOMM	
Costa Rica			Liroy Perez SINTRAJAP
Guatemala			Maynor Siajes Barillas STEPQ
Guyana			Sherwood Clarke CCWU
Jamaica			Wesley Nelson BITU
Mexico		Ysmael Garcia Munoz ORDENCAP	
Panama		Vladimir Small UIM	
Trinidad			Michael Annisette SWWTU
North America			
Canada	Jim Given Regional Chair (S) Viri Gómez Youth Co-Rep (D)	Patrice Caron SIU-CAN	Rob Ashton ILWU
USA	Dave Heindel Section Chair (S) Willie Adams 2nd Vice Chair (D) John Baker Regional Chair (D)	J. Michael Murphy AMO	Bobby Olvera Jr. ILWU
TOTAL	25	51	51
GRAND TOTAL 127			

ANNEX 2**Fair Practices Committee
Steering Group (FPCSG)****As of 17 October 2018**

Country	Ex-officio seats	Seafarers	Dockers
Africa			
Ghana			Daniel Owusu Korateng MDU
Kenya	Stephen Owaki SUK Regional Chair (S)	-	-
Liberia	Jackie Doe Regional Chair (D)	-	-
Madagascar		Lucian Razafindraibe SYGMMA	-
Arab World			
Algeria		Seddik Berrama FNNT/UGTA	-
Jordan	Mahmoud Mansour Edbeis Regional Chair (D)	-	-
Libya	Nermin Al Sharif Regional Chair (S)	-	-
Morocco		-	Mustapha Ourdanne UMT
Asia/Pacific			
Australia	Paddy Crumlin Section Chair (D)	-	-
Hong Kong		Tung Tong Chung MNOG	-
India		Abdulgani Serang NUSI	PM Haneef CPSA
Japan	Yasumi Morita Regional Chair (S)	-	Masaya Tamada Zenkoku-Kowan
Korea	Sang Sik Kim Regional Chair (D)	-	-
New Zealand		-	Joe Fleetwood MUNZ
Philippines	Conrad Oca 1st Vice Chair (S)	-	
Singapore		Thomas Tay SMOU	-
Europe			
Belgium	Monique Verbeeck Women's Rep (D) Nick Loridan Youth Co-Rep (D)		Marc Loridan BTB
Croatia	Dorothea Zec – Youth Rep (S)		
Cyprus			Pantelis Stavrou FTPAW
Finland		Simo Zitting FSU	

Germany	Torben Seebold 1st Vice Chair (D)		
Great Britain	Mark Dickinson 2nd Vice-Chair (S)		
Greece	Agis Tselentis – Regional Chair (S)		
Italy		Francesco di Fiore FIT-CISL	
Latvia			Aleksejs Holodnuks UTAF
Netherlands			Niek Stam FNV
Norway	Terje Fenn-Samuelsen Regional Chair (D) Lena Dyring – Women's Rep (S) Johnny Hansen Fisheries Section Chair		
Russia	Yuri Sukhorukov Inland Navigation Section Chair	Yuri Sukhorukov SUR	
Sweden		Kenny Reinhold SEKO	
Latin America/Caribbean			
Argentina		Marcos Castro CCUOMM	
Brazil	Severino Almeida Regional Chair (S) Mayo Uruguaio Regional Chair (D)		
Trinidad			Michael Annisette SWWTU
North America			
Canada	Jim Given – Regional Chair (S) Vivi Gomez Youth Co-Rep (D)		Rob Ashton ILWU
USA	Dave Heindel – Section Chair (S) Willie Adams 2nd Vice Chair (D) John Baker – Regional Chair (D)	Don Marcus IOMMP	

Railway Section Conference Report

The Railway Conference took place on 16 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Luciano Salomon (Argentina) was **elected** Rapporteur.

Tim Beaty (USA), Henrik Horup (Denmark), Katarina Mindum (Croatia) and Wayne Butson (New Zealand) were **elected** scrutineer and tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a presentation on the Congress Theme Document, which focused on the Section's priorities. He commented that the ITF Railway Section continued to lead the fight against privatisation, adapting their tools and targets for the future of rail. He also highlighted that affiliates in CIS countries were building mass membership along the new supply chains crossing Asia and Europe.

The Conference **endorsed** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Chair stated that the 5 year work programme was a living document which would need to change in line with developments in the sector. With further challenges to come for rail unions around organising, outsourcing, precarious work,

automation and new technologies which were changing workers' jobs, the future of rail depended on workers' ability to shape and influence change. The railway systems over the world were in very different stages of development. Ownership models and the structures of the companies were different. Transport models differed from country to country, as did the effects of automation; there was no one size fits all when it came to addressing issues on our railways and so we needed to be adaptable. There was a need to focus on organising both in the private and public companies to ensure we continued to fight for a people's railway that benefited all.

The Conference noted the ongoing and planned activities in the ITF Railway Section, which included:

- Continued support for the training of young rail members in India and building policy to fight violence and harassment, as well as for women's rights;
- Setting up a network of technical specialists, where affiliates could contact and ask specific questions and receive a rapid response. This group would be able to provide strategic advice, mobilise solidarity as well as provide legal support at an international level and if needed take issues to the ILO when companies were in breach;
- Database sharing information and best practices on how unions had dealt with privatisation;
- ITF Railway Facebook page that had regular updates on railway development and union responses to issues of privatisation, safety and industrial action; and
- The significance of the ITF mutual understanding with CIS countries and its potential to grow mass membership across the region.

During a discussion the following points were raised:

- The new pension scheme in India would have an impact on young and women workers in the future;
- Health and safety was a major concern with standards being forced down across the industry endangering worker's lives due to privatisation;
- There was a need to engage educate and organise young workers;
- The need for deeper analysis of global railway unions and their internal capacities and density; and
- A large number of affiliates were affected by fragmentation of the railway industry with increased awareness of outsourcing and its impact.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 10: Safe and accessible Railways

The Conference **adopted** the motion, as presented.

A motion on Building Claims Convergence had been presented by the CGT, France; the Conference **agreed** to remit to the next ITF Railway Section Steering Committee.

Agenda item 6: Elections

The Conference **noted** there was an error in the names under Europe in the composition prior to the elections, this was clarified, agreed and **endorsed** by the Conference.

The following were **elected** by the Conference:

Chair David Gobe (CGT Cheminots, France)

1st Vice Chair Julio Sosa (LA FRATERNIDAD, Argentina)

2nd Vice Chair C J Rajasridhar (AIRF, India)

3rd Vice Chair Raul Sengo (SINPOCAF, Mozambique)

Women Transport Workers' Representative Simi Lalsingh (NFIR, India)

Young Transport Workers' Representative Luciano Salomon (ASFA, Argentina)

The Conference agreed the composition of the Railway Committee, attached as Annex 1.

Agenda Item 7: Any other business

Gold Award

A Gold Award was presented at the Conference to Øystein Aslaksen by the General Secretary for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights.

Railway Section Committee

As of 16 October 2018

Section Officers	
Chair	David Gobé (CGT Cheminots, France)
1st Vice Chair	Julio Sosa (La Fraternidad, Argentina)
2nd Vice Chair	C A Rajasridhar (AIRF, India)
3rd Vice Chair	Raul Sengo (SINPOCAF, Mozambique)
Women Transport Workers' Representative	Simi Lalsingh (NFIR, India)
Young Transport Workers' Representative	Luciano Salomon (ASFA, Argentina)
Africa	
Vice Chair	Jean Bedel Ndundula (CSC, Democratic Republic of Congo)
Vice Chair	Irene Nthulane (SATAWU, South Africa)
Vice Chair	Raphael Benjamin Okoro (NUR, Nigeria)
Arab World	
Chair	Ahmed Rachid Sennouni, UMT, Morocco
Vice Chair	Larbi Yacoubi (SNCFT, Tunisia)
Asia/Pacific	
Chair	Wayne Butson (RMTU, New Zealand)
Vice Chair	Pinyo Rueanpetch (SRUT, Thailand)
Vice Chair	C A Rajasridhar (AIRF, India)
Vice Chair	Vacant
Women Transport Workers' Representative	Jaya Agarwal (AIRF, India)
Young Transport Workers' Representative	Banpot Sungkasuk (SRUT, Thailand)
Europe	
Chair	Giorgio Tuti (SEV, Switzerland)
Vice Chair	Maria Cristina Marzola (FILT-CGIL, Italy)
Ordinary Member	David Gobé (CGT Cheminots, France)
Ordinary Member	Marion Carstens (EVG, Germany)
Women Transport Workers' Representative	Daniela Zlatkova (FTTUB, Bulgaria)
Young Transport Workers' Representative	Christian Tschigg (FIT-CISL, Italy)
Latin America/Caribbean	
Chair	Julio Adolfo Sosa (La Fraternidad, Argentina)
Vice Chair	Edison Alvarado (FENTRAFEVE, Venezuela)
Vice Chair	Helio de Souza Regato de Andrade (FNTF, Brazil)
Vice Chair	Vacant
North America	
Co-Chair	Bob Orr (UNIFOR, Canada)
Co-Chair	Joseph Condo (TCU, USA)

Road Transport Workers' Section Conference Report

The Road Transport Workers' Section Conference took place on Monday 15 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Justyna Matuszewska (Great Britain) was **elected** Rapporteur.

Matt Draper (Great Britain) and Magnus Falk (Sweden) were **elected** Scrutineers/Tellers.

Agenda Item 3: Congress Theme Document

The Assistant General Secretary gave a verbal report on the Congress Theme Document, which focused on the Section's priorities. The discussion in regards to the Congress Theme Document was taken in conjunction with Agenda item 4, work programme.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Conference received many speakers from the floor, the main comments raised were:

- The importance of campaigns targeting retail and economic suppliers such as XPO, DHL, IKEA;
- There were still violations & unethical work practices by DHL in India;

- IKEA dialogue had ceased due to lack of meaningful progress and dialogue, the Conference **endorsed** the continuation of this campaign;
- The Chair called for continued support against police corruption and bullying for Road Transport Workers in Africa;
- Philippine affiliates raised the ongoing situation with Jeepney vehicles. The chair noted the struggle and suggested support from the Secretariat;
- The NURTW reported significant progress in Nigeria, and some government support, allowing them to continue developing membership over the next 5 years; and
- Women Transport Workers of Maharashtra, India had increased terms and conditions for members, but still faced the threat of termination for taking part in union activity.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

TOLL Charter

The Chair gave a report on the recently signed TOLL global charter and the Conference agreed that the details of the Charter would be shared to all Road Transport Worker affiliates.

Panel Discussion: "Raising Standards"

There was a panel discussion on "Raising Standards" within the industry, facilitated by Frank Moreels, Road Transport Workers' Vice Chair. The panellists were:

- Umberto De Pretto (IRU)
- Rick Willmott (TOLL)

- Ruwan Subasinghe (ITF Legal Officer to discuss the work at the ILO)
- Wilma Clement (Women's Representative)
- Sam McIntosh (Youth Representative)

The Conference **noted** the following:

- Conditions are needed where the most ethical, unionised companies are allowed to succeed;
- Economic Employers should be held accountable for their role within supply chains;
- Enforcement and safe rates are both important to the future of Transport Workers building power.

Urban Transport Committee Structure

The Conference **endorsed** the proposal for the new composition and Vice Chair role of the Urban Transport Committee (UTC).

DHL Update

TUMTIS provided an update on the situation in Turkey for DHL, they thanked ITF affiliates for their continued support and explained the struggle was not over yet. During the discussion from the floor, the following points were raised:

- DHL affiliates acknowledged that the protocol with DHL was generally making progress, however issues still remained within the DHL supply chain and subcontracting model;
- The Latin America and North America network needed to be strengthened; and
- The Chair called for continued solidarity support for TUMTIS in their fight for the 7 dismissed workers from DHL Express Turkey.

Agenda Item 5: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 31: Strengthening the global fight for safe rates and client responsibility

The Conference **adopted** the motion, as presented.

Agenda item 6: Elections

The following were **elected** unopposed by the Conference:

Chair Tony Sheldon (TWU, Australia) until 01 June 2019. James Hoffa (Teamsters, USA) from 01 June 2019

1st Vice Chair (Passenger) Flemming Overgaard (3F, Denmark)

2nd Vice Chair (Freight) Victor Luis Velazquez (FNTCOTAC, Argentina)

3rd Vice Chair (UTC) Wol-san Liem (KPTU UTC, Korea)

Women Transport Workers' Representative Wilma Clement (BWU, Barbados)

Young Transport Workers' Representative Justyna Matuszewska (UNITE, Great Britain)

The Conference mandated the Secretariat to confirm the nominations for the Africa, Arab World and Asia Pacific members of the Section Committee, and **endorsed** the composition of the Road Transport Workers' Section Steering Committee, attached as Annex 1.

The Chair announced to the Conference that as of 01 June 2019 he would be standing down as Chair of the Road Transport Committee and thanked delegates for their continued support.

James Hoffa (Teamsters, USA) was confirmed by the Conference as the new Chair, and will take up this position on 01 June 2019.

The Conference and Head of Inland Transport thanked the Chair for his work over the past years and his support.

Agenda Item 7: Any other business

Retail Supply Chains

The Conference **endorsed** the creation of a Retail Supply Chain Working Group for the next inter congress period made up of current affiliates involved in Road Transport Campaigns.

A report on activities would be given at the next Road Transport Section Steering

Committee meeting in 2019. It was also agreed to co-opt key leaders of those involved in retail supply chain work programme onto the Road Transport Section Steering Committee for the life span of the project.

Warehousing

Due to the significance of the work of the Warehouse and Terminal Workers Working Group it was recommended to co-opt the following people on to the Road Transport Section Steering Committee for the life span of the project:

- Chair – Peter Lökvist (Svenska Transportarbetareförbundet, Sweden)
- Vice Chair of Warehousing – Matt Draper (UNITE, Great Britain)

The Conference **endorsed** this recommendation.

Road Transport Section Steering Committee

As of 15 October 2018

Section Officers

Chair	Tony Sheldon (TWU, Australia) until 01 June 2019 James Hoffa (Teamsters, USA) from 01 June 2019
1st Vice Chair (Passenger)	Flemming Overgaard (3F, Denmark)
2nd Vice Chair (Freight)	Victor Luis Velazquez (FNTCOTAC, Argentina)
3rd Vice Chair (UTC)	Wol-san Liem (KPTU UTC, Korea)
Women Transport Workers' Representative	Wilma Clement (BWU, Barbados)
Young Transport Workers' Representative	Justyna Matuszewska (UNITE, Great Britain)

Africa

Chair	Fuseini Iddrisu (GTPCWU, Ghana)
Vice Chair	Gora Kouma (URS, Senegal)
Vice Chair	Shanitah Birungi (AGTWU, Uganda)

Arab World	
Chair	Amine Affane (FNCGP, Algeria)
Vice Chair	Kais Mlouah (FNT, Tunisia)
Asia/Pacific	
Chair	Michael Kaine (TWU, Australia)
Vice Chair	Ajay Kumar Rai (Netwon, Nepal)
Vice Chair	K.Natarajan (GTCEPUF, India)
Vice Chair	Toyotaka Sugiyama (Unyu-Roren, Japan)
Women Transport Workers' Representative	Sheela Naikwade (MSTKS, India)
Young Transport Workers' Representative	Vacant
Europe (ETF Road Transport Section)	
Chair	Roberto Parrillo (ACV-Transcom, Belgium)
Vice Chair	Fleming Overgaard (3F, Denmark)
Vice Chair	Adrian Jones (UNITE, Great Britain)
Women Transport Workers' Representative	Myriam Coulet (FO Transports, France)
Young Transport Workers' Representative	Vacant
Latin America/Caribbean	
Chair	Benito Bahena y Lome (ATM, Mexico)
Vice Chair	Pablo Hugo Moyano (FNTCOTAC, Argentina)
Vice Chair	Lourival Vieira (CNNTT, Brazil)
Vice Chair	Wilma Clement (BWU, Barbados)
North America	
Co-Chair	Len Poirier (UNIFOR, Canada)
Co-Chair	James Hoffa (Teamsters, USA)
Co-Opted Members	
Chair of Retail Supply Chain Working Group	To be confirmed
Chair of Warehouse and Terminal Workers Working Group	Peter Lövkvist (STF, Sweden)
Vice Chair of Warehouse and Terminal Workers Working Group	Matt Draper (UNITE, Great Britain)

Seafarers' Section Conference Report

The Seafarers Section Conference took place on Monday 15 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Tomas Abrahamsson (Sweden) was **elected** Rapporteur.

Carlos Augusto Muller (Brazil) and Raul Sengo (Mozambique) were **elected** Scrutineers.

Lena Dyring (Norway) and Amar Singh Thakur (India) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a verbal update on the Congress Theme Document, which focused on the Section's priorities. During a discussion from the floor, the following points were raised:

- Preparing a model CBA and educating seafarers on automation was important;
- The aim was to be aware of the risks and find potential solutions;
- How automation could affect seafarers employment, however, it would be unlikely to have an impact on significant numbers of seafarers in the near future; and
- IMO were assessing and scoping the impact automation would have on regulations.

Cleopatra Doumbia-Henry and Jens-Uwe Schroder-Hinrichs, World Maritime University (WMU) gave a presentation on Automation in Transport. During the discussion from the floor, the following points were raised:

- As a movement, it was important to work collectively;
- Even with automation, there would still be a demand for seafarers;
- Automation was a product of the tech companies;
- Due to security threats and safety regulations, it was very unlikely that fully automated vessels would exist except in certain domestic trades;
- Upskilling and training was key for the future and there needed to be clarity on who would pay;
- Shipping was one of the most exposed to innovation and technology;
- Early engagement with governments was crucial;
- No automation without negotiation was important, but there was also a need to support those unions with little or no leverage;
- Technology could facilitate more opportunities for women seafarers;
- Automation would require a higher level of computer skills;
- WMU were preparing trainers teaching at national academies to include education in their curriculum in order to ensure the correct skill set; and
- There was a need for clarity when developing policies around automation.

The WMU posed two live poll questions to the Conference, following their presentation, the results of which are as follows:

1. Do you believe your members will be affected by automation and technology in their jobs in the coming years?

a. No	1%
b. Yes, but in the far future	33%
c. Yes, it is coming very soon	34%
d. Yes, our members jobs have already changed	31%

2. How would you like to see Unions involved in the process?

a. There is nothing that unions can gain from getting involved	2%
b. Be proactive early and discuss with the political decision makers	31%
c. Focus on re-training and education to develop skills for new jobs	53%
d. Focus on state aid and subsidies to reduce impact on workers	7%
e. Carry out further studies to provide good arguments	9%

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Maritime Coordinator and the Seafarers Section Assistant Secretary provided a presentation on the work programme priorities for 2019 – 2023. The Conference had a lengthy discussion, in particular on cabotage and national jobs for national seafarers in national waters and continental shelves. The Conference **noted** that this work was underway and formed part of the work programme of the FOC Campaign and would be discussed further at the Joint Seafarers and Dockers Conference, 17 October.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the following motions referred by the Resolutions Committee:

Motion 7: Facilitating global Visa Policies for Seafarers

The Conference **adopted** the motion, as presented.

Motion 11: Seafarers' Rights

The Conference **adopted** the motion, as presented.

Motion 16: Mediterranean – Sea of Convenience

The Conference **adopted** the motion, as presented.

Motion 9: Protecting Seafarers' Rights – Promoting global Solidarity – Ensuring effective Implementation of Mexico City Policy

The Conference **noted** that following the recommendation of the Resolutions Committee to submit motion 9 to the next relevant conference or meeting after Congress, with a process post-Congress to be agreed between the relevant parties in Singapore, there had been discussions between the Seafarers' Section Chair and the affiliates who had been involved in proposing and amending Motion 9, with the following outcome:

The Seafarers' Section Conference at the 44th Congress recommends the establishment of a working group to review the Mexico City Policy, including the national flag policy and cabotage policy, for endorsement by the Joint Seafarers and Dockers Conference at the 44th Congress.

The full terms of reference for the Working Group will be developed by the ITF Secretariat in consultation with the Joint Chairs, taking into account the views of the affiliates, and placed before the next Fair Practices Committee Steering Group for endorsement and any proposed changes to the Mexico City Policy are to be presented for adoption at the 45th Congress.

Based on the proposal presented the motion was withdrawn and would be incorporated in to the review of the Mexico City Policy.

Motion 17: Promotional of bilateral relationships through the Interaction of national Trade Unions with the aim to represent the Interests of Trade Union Members

Based on the proposal presented for Motion 9, the motion was **withdrawn** and would be incorporated in to the review of the Mexico City Policy.

Motion 21: On Cabotage

Based on the proposal presented for Motion 9, the motion was **withdrawn** and would be incorporated in to the review of the Mexico City Policy.

Motion 32: Measures in support of national shipping

The Conference **noted** the sentiment of the motion and agreed with the recommendation of the Resolutions Committee that the motion would be remitted to the next Seafarers' Section Conference post-congress.

Motion 14: CGT Motion to ITF Congress

As this motion related to the FOC Campaign, the Conference **agreed** to remit this motion to the Joint Seafarers and Dockers on Wednesday 17 October 2018.

Emergency Motion 5: Attack on Norwegian Seafarers' jobs

The Conference **adopted** the motion, as presented.

Agenda item 6: Elections

The following nominations were received from the floor and **elected** by acclamation:

Chair Dave Heindel (SIU, North America)

1st Vice Chair Conrad Oca (AMOSUP, Philippines)

2nd Vice Chair Mark Dickinson (NI, United Kingdom)

Women Transport Workers' Representative Lena Dyring (NSU, Norway)

Young Transport Workers' Representative Dorotea Zec (SUC, Croatia)

The Conference **mandated** the Secretariat to confirm with the regional section affiliates their Section Regional Officers, as laid out in the documentation, and subsequently **agreed** the composition of the Seafarers Section Committee, attached as Annex 1.

Agenda Item 7: Any other business

Gold Awards

Due to time constraints the Conference agreed to cover this item at the Joint Seafarers and Dockers Section Conference on 17 October 2018.

Seafarers' Section Committee

As of 15 October 2018

Section Officers	
Chair	David Heindel, SIU, USA
1st Vice Chair	Dr Conrad Oca, AMOSUP, Philippines
2nd Vice Chair	Mark Dickinson, NIUK, Great Britain
Women Transport Workers' Representative	Lena Dyring, NSU, Norway
Young Transport Workers' Representative	Dorotea Zec, SUC, Croatia
Africa	
Chair	Adewale Adeyanju, MWUN, Nigeria
Vice Chair	Innocent Gouanfo, SYNIMAC, Cameroon
Vice Chair	Stephen Owaki, SUK, Kenya
Arab World	
Chair	Nermin Al Sharif, GFLTU, Libya
Vice Chair	Seddik Berrama, FNTT/UGTA, Algeria
Asia/Pacific	
Chair	Yasumi Morita, JSU, Japan
Vice Chair (South East Asia)	Thomas Tay, SMOU, Singapore
Vice Chair (South Asia)	Abdulgani Serang, NUSI, India
Vice Chair (Pacific)	Vacant
Europe	
Chair	Agis Tselentis, PNO, Greece
Vice Chair	Jacek Cegielski, NSZZ, Poland
Vice Chair	Yuri Sukhorukov, SUR, Russia
Advisor	Mark Dickinson, NI, Great Britain
Advisor	Kenny Reinhold, SEKO, Sweden
Advisor	Francesco di Fiore, FIT-CISL, Italy
Advisor	Maya Schwiegershausen-Güth, Verdi, Germany
Latin America/Caribbean	
Chair	Severino Almeida, CONTTMAF, Brazil
Vice Chair	Horacio Dominguez, CJOMN, Argentina
Vice Chair	Julia Liliana Becerra, CCUOMM, Argentina
Vice Chair (Caribbean)	Michael Anisette, SWWTU, Trinidad & Tobago
North America	
Chair	James Given, SIU, Canada
Vice Chair	Mike Murphy, AMO, USA
Vice Chair	Marshal Ainley, MEBA, USA

Tourism Services Section Conference Report

The tourism services section conference took place on Wednesday 17 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Dane David Massiah (AWU, Antigua & Barbuda) was **elected** Rapporteur.

Makala Beckles-Jordan (NUPW, Barbados) was **elected** Scrutineer.

Agenda Item 3: Congress Theme Document

The Section Secretary gave a presentation on The Future of Work and Tourism, which focused on the challenges facing the section. This centred on:

- Megatrends that impact heavily both on the tourism services industry, and also the wider world, such as climate change, globalisation and technological change;
- Rapid change, and the impact of this change on the labour market;
- The need for legislation to protect workers, and the negative aspects for workers in this industry
- Changes in traditional forms of employment in this industry;
- Mobility as a Service; and
- Growing membership; innovative campaigning; and the need to influence global and regional policy.

The Assistant General Secretary gave a verbal update on the Congress Theme Document, which focused on the Section's priorities. During a discussion from the floor, the following points were raised:

- The need to map across all ITF sections to identify members working in the tourism sector;
- Global disasters and emergencies can have a massive impact on local communities which depend on tourism, as well as internationally; it was essential to ensure that information about the impact was distributed responsibly and accurately, avoiding unnecessary damage to the tourist economy;
- The need to focus on conservation of the environment as some tourist destinations were finding their very existence under threat;
- Involving representatives of other sections and union federations to develop strategy and instigate change;
- The need to work with other industries, such as major airlines, cruise companies to increase leverage of workers in the tourism sector; and
- The impact of Maas and platform technology on the sector.

Josef Maurer, Operations Manager (ETF) gave a presentation on Future of Work in Tourism. During the discussion from the floor, this touched on:

- Increasing programs around precarious work, harassment and casualization;
- Social sustainability;
- The need to clarify EU laws in light of industry changes, without undermining collective bargaining; and
- The Fair Hotels Initiative, and the need to expand on this.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Tourism Services Section Assistant Secretary provided a presentation on the work programme priorities for 2019 – 2023.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

There were no motions referred to the Conference by the Resolutions Committee.

Agenda item 6: Elections

The following were **elected** by the Conference:

Chair Dane David Massiah (AWU, Antigua & Barbuda)

Co-Vice Chair Brigitta Paas (FNV, Netherlands)

Co-Vice Chair Masayuki Naganawa (Service Rengo, Japan)

Women Transport Workers' Representative
Praveena Singh (AIRF, India)

Young Transport Workers' Representative
Nedezhda Staneva (FTTUB, Bulgaria)

Ordinary members

- Manuel Cortes (TSSA, Great Britain)
- Nina Ricci (USYTZPOG, Gabon) – first part of the term
- Luis Machuango Macuacua (SINTIHOTS, Mozambique) – second part of the term
- Li Yin Yao (TTLU, Taiwan)

It was agreed by the Conference that Nina Ricci (USYTZPOG, Gabon) and Luis Machuango Macuacua (SINTIHOTS, Mozambique) would share the role of Ordinary Member representing the Africa Region, with Ricci acting as ordinary member for the first half of the term and Machuango Macuacua for the second half of the term.

The Conference **agreed** the composition of the Tourism Section Committee, attached as Annex 1.

Agenda Item 7: Any other business

The departing Section Chair thanked those on the Section Committee for their support over the last four years, and was in turn thanked for his efforts by the newly appointed Section Chair.

The new Section Chair thanked his Caribbean colleagues and all of those in the Tourism section for placing their faith in him to chair the Tourism section.

ANNEX 1

Tourism Services Section Committee

As of 17 October 2018

Section Officers	
Chair	Dane David Massiah (AWU, Antigua & Barbuda)
Co-Vice Chair	Brigitta Paas (FNV, Netherlands)
Co-Vice Chair	Masayuki Naganawa (Service Rengo, Japan)
Women Transport Workers' Representative	Praveena Singh (AIRF, India)
Young Transport Workers' Representative	Nedezhda Staneva (FTTUB, Bulgaria)
Ordinary Members	
Manuel Cortes (TSSA, Great Britain)	Nina Ricci (USYTZPOG, Gabon) – first part of the term. Luis Machuango Macuacua (SINTIHOTS, Mozambique) – second part of the term
Li Yin Yao (TTLU, Taiwan)	



Urban Transport Committee Report

The Urban Transport Committee took place on 17 October 2018.

Agenda Item 1: Adoption of Agenda

The Committee **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Vincent Ombati (MWU, Kenya) was **elected** Rapporteur.

Su-angkana Tungworachet (SRUT, Thailand) and Wilma Clement (BWU, Barbados) were **elected** Scrutineers.

Alain Sutour (CGT, France) and Joseph Ndiritu (PUTON, Kenya) were **elected** Tellers.

Agenda Item 3: Congress Theme and Future Strategy

The discussion in regards to the Congress Theme Document was taken in conjunction with Agenda item 4, work programme.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

The Chair gave a short report on activities under the Our Public Transport programme in the last Congress period and introduced the future strategy and work programme of the Committee. Immediately after his presentation the young workers in the room took action to take control of the meeting and the stage and make their case for the future of the trade union movement. They declared "Our Union, Our Congress, Our Voice!" The Chair welcomed the action and emphasised that young workers' self-directed action and militancy was essential and encouraged across its work.

Members of the Committee gave presentations on Technology and Automation, Organising, Multi-National Companies, and Gender and Employment.

The main topics raised during the discussion included:

- Young workers were vital to the Urban Transport Committee's work, to the work of union organising worldwide, and to the future of the trade union movement;

- Gender equality was integral to the Our Public Transport programme and building women's leadership, ending gender-based occupation segregation and violence against women were key building blocks of affiliates' activities around the world;
- Affiliates around the world had enjoyed many victories in public transport organising, in the organisation of informal workers, and in integrated public transport and multinational companies;
- There was much more work to do to make it #OurPublicTransport. Informal workers were exploited and vulnerable without formal employment systems, and public transport needed to be under public ownership and democratic control to work in the interests of workers and passengers. Safety, particularly women's safety, was threatened by the isolation imposed by new technology;
- Organising in Multi-National Companies was very powerful when it was done rapidly, in coordination across borders and aimed at their international headquarters; and
- Needed to be united internationally, use our solidarity around the world, learn from the stories of our comrades and organise more workers, more women, more young women, and multiply our union strength and power for the future strength of the trade union movement.

The Committee **adopted** the Urban Transport Committee Work Programme, including the section related priorities for 2019-2023 in the Congress Theme Document, as presented.

The Committee **adopted** the People's Public Transport Policy, as presented.

Agenda Item 5: Motions

Composite motion 1: Organising Informal Transport Workers

The Committee **recommended** the motion to the Congress plenary for endorsement.

Emergency motion 7: Transdev

The Committee **adopted** the motion, as presented.

Agenda item 6: Elections

The Chair introduced the new role and composition of the Urban Transport Committee (now Conference), which had already been adopted by the Road Transport Workers' Section and the Railway Workers' Section.

The Committee **endorsed** the creation of the Urban Transport Steering Committee and its composition, attached as Annex 1, and the following were **elected** by the Committee:

Chair John Mark Mwanika (ATGWU, Uganda)

Agenda Item 7: Any other business

ACTION: The Committee called on affiliates to pass contact information for workers in Multi-National Companies to the Secretariat to enable rapid multi-national organising.

Gold Award

A Gold Award was presented at the Conference to Asbjørn Wahl by the General Secretary for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights.

ANNEX 1:**Urban Transport Committee****As of 17 October 2018**

Section Officers	
Chair	John Mark Mwanika (AGTGWU, Uganda)
1st Vice Chair (Passenger Vice-Chair, Road)	Wol-San Liem (KPTU, S Korea)
2nd Vice Chair (Vice-Chair, Rail)	To be determined
Women Transport Workers' Representative	To be decided by Women's Committee
Young Transport Workers' Representative	To be decided by Young Workers' Committee
Africa	
Coordinator	To be determined
Arab World	
Coordinator	To be determined
Asia/Pacific	
Coordinator	To be determined
Europe	
Chair (Chair, ETF Urban Public Transport Committee)	Alain Sutour (CGT, France)
Latin America/Caribbean	
Coordinator	To be determined
North America	
Coordinator	To be determined

The General Secretary, in consultation with affiliates and regions, will agree the members of the Committee and coordinators of working groups.

Women Transport Workers' Conference Report

The Women Transport Workers' Conference took place on 18 October 2018.

The Conference was opened by Diana Holland, Chair of the ITF Women Transport Workers' Committee, a warm welcome was given by Mary Liew, on behalf of the host unions in Singapore.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Jasmin Labarda (AMOSUP, Philippines) was **elected** Rapporteur.

Astrid Konig (Kommunal, Sweden) and Tina Agustien (SPKA, Indonesia) were **elected** Scrutineers.

Gaebepe Molaodi (BTGWU, Botswana) and Ana Maria Orellana Morales (STCLP, Peru) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a presentation on the Congress Theme Document, which focused on the department's priorities, and confirmed the ITF's strong commitment to ITF women. The discussion in regards to the Congress Theme Document was taken in conjunction with Agenda item 4, work programme.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

Delegate's attention was drawn to the following three documents:

- Women Transport Workers Building Power – 'This is Our World Too!', outcomes and recommendations of the ITF Women Transport Workers' Conference held in Marrakech in November 2017 which were accepted and **endorsed**
- Our Priorities - Women Transport Workers in the ITF Congress 2018 theme document 'Transport Workers Building Power' which was strongly welcomed and **supported**
- 'The impact of the future of work for women in public transport' 2018 report executive summary and recommendations which was welcomed as ground-breaking research that would strengthen the ITF strategy, and ITF women's work programme implementation.

Speakers then presented ITF Women Transport Workers activities and future priorities as follows:

- Introduction – Brigitta Paas, FNV, Netherlands
- Obituaries – Terri Mast, ILWU, United States of America
- Logistics and warehousing – Valerie Latron, FGTE-CFDT, France
- Gender-based occupational segregation – Laura Cordoba, FNTCOTAC, Argentina
- Organising in civil aviation – Leslie Dias, Unifor, Canada

- Our Public Transport – Wilma Clement, BWU, Barbados
- Women's advocacy, domestic violence at work and the ILO convention and recommendation on violence and harassment in the world of work – Sheela Naikwade, MSTKS, India
- UNCSW and international days of action – Dorothy Nandera, ATGWU, Uganda
- Women's leadership – Ekaterina Yordanova, FTTUB, Bulgaria

The Conference celebrated the presence in the conference of Nermin Al-Sharif (general secretary, Dockers and Seafarers Union of Libya) and the overwhelming international support for her organised by the ITF, and **endorsed** her passionate call for women transport workers' leadership at all levels. Conference stood firm against all persecution of trade unionists worldwide.

The work programme priorities were presented by the Chair under the two over-arching priorities:

- **Building women transport workers' economic power: Ending gender-based occupational segregation in the global transport industry - 'This is our world too!':** targeting employers and International Financial Institutions where they influence industry development
- **Building the power of trade union action to end violence against women transport workers:** globally, regionally, nationally and sectorally, including new regions and target employers, and achievement and ratification of an ILO convention and recommendation on violence and harassment in the world of work

Including:

- Building the Our Public Transport programme where gender was already strongly embedded

- Supporting warehouse, hubs and informal workers' programmes by promoting gender equality and supporting women's leadership and organising women workers
- Utilising global action days such as International Women's Day (8 March), UN Day for the Elimination of Violence against Women and Girls (25 November), World Toilet Day (19 November) strategically to support ITF and ITF Women priorities

In discussion, delegates then raised the following issues:

- Empowering women transport workers through training to work with digital technologies
- Increasing union membership of women transport workers
- Equal pay and working conditions
- Recognising the impact of the menopause on women workers and putting pressure on employers to introduce policy
- Violence against women, including the global women's advocacy programme and domestic violence paid leave
- Integration of women into leadership and decision-making structures, as well as women's structures
- Ending gender-based occupational segregation
- Addressing safe access to toilets for transport workers

Sisters from Latin America and the Caribbean raised their concern about the general tone of hostility and disrespect that dominated the regional electoral group earlier this week. The Conference strongly supported their call for a reconfirmation that there was no place for this behaviour at any ITF event.

The Conference **adopted** the department related priorities for 2019 onwards, as presented.

Gold Award

The Conference paid tribute to the wonderful contribution of ITF Executive Board Member elect Ann Anderson, ITF Women Transport Workers' Committee vice-chair and General Secretary of CCWU, Guyana. The ITF General Secretary presented a posthumous gold award to Ann Anderson for outstanding service to the cause of transport workers internationally, in defence and furtherance of the interests of those workers, and for the preservation of trade union freedoms and rights.

Agenda Item 5: Motions

There were no motions referred to the Conference by the Resolutions Committee, however one motion due to be debated at the Congress plenary was referred to the Conference due to its reference to women transport workers:

Composite Motion 1: Organising Informal Transport Workers

Geetha Shresthabhattarai (NETWON, Nepal) introduced the motion, which the Conference strongly supported with a recommendation to the plenary for its adoption.

Agenda item 6: Elections

ITF Women Transport Workers Committee

The following were **elected** by the Conference:

Africa	
Regional representative	Anika Manavi (SYNTRAPAL, Togo)
Regional representative	Maryam Jummai Bello Yassin (NURTW, Nigeria)
Regional representative	Wendy MwaonANJI Kavolo (RWUM, Malawi)
Arab World	
Regional representative	Kalthoum Barkallah (FNCT, Tunisia)
Asia/Pacific	
Regional representative	Mich-Elle Myers (MUA, Australia)
Regional representative	Heity Ariaty (until retirement 2019 end) then Tina Agustien 2020-Congress (both from SPKA, Indonesia)
Regional representative	Enktugs Bat-Erdene (FMRWU, Mongolia)
Regional representative	Sheela Naikwade (MSTKS, India)
Europe	
Regional representative	Nuria Belenguer (UGT, Spain)
Regional representative	Susanne Gallhagen (Kommunal, Sweden)
Regional representative	Diana Holland (Unite the Union, UK)
Regional representative	Maya Schwiegershausen-Güth (ver.di, Germany)
Regional representative	Olga Vakulenko (ROSPROFZHEL, Russia)
Regional representative	Madlen Yordanova (FTTUB, Bulgaria)
Latin America/Caribbean	
Regional representative	Alma Teresa Gonzalez (ATM, Mexico)
Regional representative	Laura Cordoba (FNTCOTAC, Argentina)
Regional representative	Dionne Howard (BWU, Barbados)

North America	
Regional representative	Sara Gonzalez (IAM, USA)
Regional representative	Joy Thomson (CMSG, Canada)
Regional representative	Leslie Dias (Unifor, Canada)
Section representatives	
Civil Aviation	Dorsaf Saihi (FNT, Tunisia)
Dockers	Monique Verbeeck (BTB, Belgium)
Fisheries	Sylvie Roux (FGTE-CFDT, France)
Inland Navigation	Valerie Latron (FGTE-CFDT, France)
Railway Workers	Simi Lalsingh (NFIR, India)
Road Transport Workers	Wilma Clement (BWU, Barbados)
Seafarers	Lena Dyring (NSU, Norway)
Tourism Services	Praveena Singh (AIRF, India)
Executive Board women regional representatives	
Africa	Juliana Mpanduji (COTWU (T), Tanzania)
Arab World	Meryem Halouani (UMT, Morocco)
Asia/Pacific	Mary Liew (SMOU, Singapore)
Europe	Valerie Latron (FGTE-CFDT, France)
Latin America/Caribbean	Janaina Fernandes (FNTF, Brazil)
North America	Terri Mast (ILWU, US)
Young woman transport workers' representative	
	Jasmin Labarda (AMOSUP, Philippines)

The newly elected Women Transport Workers' Committee convened during the Conference to elect the Chair and Vice Chairs. The following were elected:

Chair	Diana Holland (Unite the Union, Great Britain)
Vice Chair	Kalthoum Barkallah (FNCT, Tunisia)
Vice Chair	Mich-Elle Myers (MUA, Australia)
Vice Chair	Wilma Clement (BWU, Barbados)

Agenda Item 7: Any other business

There were no other items for discussion.

Young Transport Workers' Conference Report

The Young Transport Workers' Conference took place on 17 October 2018.

Agenda Item 1: Adoption of Agenda

The Conference **adopted** the agenda, as presented.

Agenda Item 2: Election of Rapporteur, Scrutineers and Tellers

Dorotea Zec (Croatia) and Julian Sosa (Argentina) were **elected** Rapporteurs.

Fatima Ajouz (Lebanon) and Dan Kask (Canada) were **elected** Scrutineers.

Berardina Tommasi (Italy) and Sticks Nkambule (Swaziland) were **elected** Tellers.

Agenda Item 3: Congress Theme Document

The General Secretary gave a presentation on the Congress Theme Document, which focused on the importance of the voice of young transport workers and that the ITF would create more space for young transport workers to have leadership roles. He highlighted that 77% of young workers were in informal jobs compared with 58% of adult workers, 70% of international migrant flows were under the age of thirty and unemployment for young men was 54% and young women was 37%.

He emphasized that young transport workers must lead and be at the heart of our global campaigns. He encouraged young workers to use their voice to build their networks and develop policies and strategies.

He also confirmed that, as part of the ITF's commitment to young workers, the Executive Board had agreed to appoint a Youth Officer and this role would be interviewed in early 2019.

The Conference **adopted** the Congress Theme Document, as presented.

Agenda Item 4: Work Programme

There was a panel debate on the future of work and the impact of automation and digitalisation to young transport workers, summarised as follows:

- Technology brought opportunities as well as challenges, it had allowed direct communication amongst workers to organise and get their messages to a wider audience quickly;
- It had also already led to job losses, but we should make sure to claim any new jobs created through the introduction of technology;
- There was an impact on privacy with technology increasingly used in surveillance;
- There needed to be more regulation around technology and its ownership, and unions must have a say and be present at the table when technology was introduced;
- Reskilling and training were vital to fight the impact of digitalisation and automation on jobs; and
- A suggestion was made to include a three-month consultation for any new technologies to be introduced into CBAs which was positively received by the Conference.

The Conference received a presentation on the Young Transport Workers' five-year work programme, which included organising food delivery riders and invited Jack Boutros, UNSW, Australia to speak on the "gig" economy and platform workers' rights. The UNSW collected data from over 200 riders which showed 75% of delivery riders were on less than minimum wage and 90% were between 18-30 with the average age being 24. The NSWU has been organising to lobby government and take unfair dismissal cases to court; they were developing an industry-wide charter of rights and digital organising tools.

ITF Global Youth Coordinator, added to the plan the need to organise young informal workers, the low-cost carriers' focusing on Ryanair, training and reskilling workers focusing on the Maritime sector. She highlighted the importance of influencing policy makers, that unions must fight for policy and regulation that makes change fair and sustainable. Labour standards must apply to all transport workers, no matter who they were employed by, or how they were employed. She emphasized the importance of continuing to build the youth movement, develop young leaders and strengthen solidarity amongst them.

Daniel Walton, AWU, Australia addressed the conference on organising and leadership encouraging young transport workers to continue to build strong networks, and not be discouraged by being overlooked. He stressed the importance of young leaders to modernise the union movement.

The Conference **adopted** the section related priorities for 2019-2023, as presented.

Agenda Item 5: Motions

The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 18: Protecting Young Seafarers' and Dockers' Rights

The Conference **adopted** the motion and underlined that it must apply to young workers across all sectors, and not limit it to young workers in the maritime sector.

Agenda item 6: Elections

The Conference **endorsed** the proposed amendments to the election, composition, members' roles and governing rules of the ITF Young Transport Workers' Committee.

The following were **elected** by their respective regional electoral groups. The newly-formed Committee met to elect the two Co Chairs.

Co-Chairs

- Dorotea Zec (SPH-SUR, Croatia)
- Alexandros Tokhi (Unifor, Canada)

Members

- Ivanilda Madade (SINTAC, Mozambique)
- Moussa Sangare (SYNACCI, Ivory Coast)
- Usman Sherif (NURTW, Nigeria)
- Vincent Ombati (MWU, Kenya)
- Mohamed El Younoussi (UMT, Morocco)
- Arwa Mejri (FNT, Tunisia)
- Danny Cain (MUA, Australia)
- Preeti Singh (AIRF, India)
- Dominic Young (SMOU, Singapore)
- Shun Kwan Shenky Wong (MNOG, Hong Kong)
- Lisa Gneisse (Ver.di, Germany)
- Nick Loridan (BTB, Belgium)
- Vana Bosto (SPH, Croatia)
- Enis Kaya (LİMAN-İŞ, Turkey)
- Kamil Butler (PSU, Poland)
- Gaby Boulou (FGTW – CFDT, France)
- Ignacio Orsi (Sindicato La Fraternidad, Argentina)
- Horacio Calculli (AAA, Argentina)
- Phelia Wilson (NWU, Saint Lucia)
- Claudia Pinilla (SNTT, Colombia)
- Brianna Gregory (IAMAW, USA)
- Heather Morse (AFA – CWA, USA)
- Matthew Dwyer (MEBA, USA)
- Alexandros Tokhi (Unifor, Canada)

The Conference **agreed** the composition of the Young Transport Workers' Committee, attached as the below Annex 1.

Agenda Item 7: Any other business

The Conference received interventions from the floor summarised as follows:

- The EVG, Germany, requested international solidarity for their members in Germany fighting for better conditions as part of the "make noise campaign".
- Vida, Austria, requested solidarity in signing a petition against the government's plans to remove youth works councils in Austria
- At the time of this Conference, the Vice President of the Latin American and Caribbean region was to be issued with an arrest warrant, at his landing in Argentina, by a national Argentinian prosecutor. After the support received from his members and the solidarity from the international trade union movement the arrest warrant was withheld.
- The important point about digitalisation and automation was about who owned the means of production
- The crux of digitalisation was people's personalised data being collected
- A call to support Motion 8: Promoting Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) Trade Union Policies in other Global Union Federations
- A call to support the ITF Women's project #ThisIsOurWorldToo and women in delegates' own unions

ANNEX 1:

Young Transport Workers' Committee

As of 17 October 2018

Section Officers	
Co-Chair	Alexandros Tokhi (Unifor, Canada)
Co-Chair	Dorotea Zec (SPH-SUC, Croatia)
Women Transport Workers' Representative	Jasmin Labarda (AMOSUP, Philippines)
Co-opted ordinary members	Franco Nervegna (UPSA, Argentina) He-Jun Eugene Guo (SOS, Singapore)
	Alexandra Shubina (ROSPROFZHEL, Russia)
Regional Representatives	
Africa	Ivanilda Madade (SINTAC, Mozambique) Moussa Sangare (SYNACCI, Ivory Coast)
	Usman Sherif (NURTW, Nigeria)
	Vincent Ombati (MWU, Kenya)
Arab World	Mohamed El Younoussi (UMT, Morocco)
	Arwa Mejri (FNT, Tunisia)
Asia/Pacific	Danny Cain (MUA, Australia)
	Preeti Singh (AIRF, India)
	Dominic Young (SMOU, Singapore)
	Shun Kwan Shenky Wong (MNOG, Hong Kong)

Europe	Lisa Gneisse (Ver.di, Germany)
	Nick Loridan (BTB, Belgium)
	Vana Bosto (SPH, Croatia)
	Enis Kaya (LİMAN-İŞ, Turkey)
	Kamil Butler (PSU, Poland)
Latin America/Caribbean	Gaby Boulou (FGTW – CFDT, France)
	Ignacio Orsi (Sindicato La Fraternidad, Argentina)
	Horacio Calculli (AAA, Argentina)
	Phelia Wilson (NWU, Saint Lucia)
North America	Claudia Pinilla (SNTT, Colombia)
	Brianna Gregory (IAMAW, USA)
	Heather Morse (AFA – CWA, USA)
	Matthew Dwyer (MEBA, USA)
	Alexandros Tokhi (Unifor, Canada)
Section Representatives	
Civil Aviation Section	Shauna McCormack (Fórsa, Ireland)
Dockers' Section co-reps	Nick Loridan (BTB, Belgium)
	Viri Gómez (ILWU, Canada)
Fisheries Section	Jorge Alejandro Vargas (SOMU, Argentina)
Inland Navigation Section	Cinthia Magali Diaz (CPOFPCM, Argentina)
Railway Workers' Section	Luciano Salomon (ASFA, Argentina)
Road Transport Workers' Section	Justyna Matuszewska (UNITE, Great Britain)
Seafarers' Section	Dorotea Zec, (SPH-SUC, Croatia)
Tourism Services Section	Nedezhda Staneva (FTTUB, Bulgaria)

Congress Participants

Country	Organisation	Delegate (lead*) Advisor ITF Coordinator/Inspector
Algeria	Fédération Nationale des Cheminots	Albane, Abdeslam* Chekroud, Karima Ladjali, Ahmed Yerboub, Abdelhamid
Algeria	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens	Abdelmoumene, Hayat Belkacemi, Ahmed Berrama, Seddik* Dabbagh, Firas Khelifi, Abderahmane Mezali, Bilal Mostefai, Chahira
Algeria	Fédération Nationale des Travailleurs du Pétrole et du Gaz, de la Chimie	Boucekine, Oumelkheir Haffane Benarmas, Amine Hammani, Messaoud Kreri, Lamia Touahria, Hamou*
Algeria	Federation Nationale Travailleurs Ports Algériens-UGTA	Ahmed, Arki Boulassel, Noureddine Hachemi, Malika Meknaci, Rachid Meliani, Mohammed*
Antigua & Barbuda	Antigua & Barbuda Workers' Union	Massiah, Dane David
Argentina	Asociación de Personal Aeronáutico	Llano, Edgardo Anibal* Mella, Rafael Alfredo
Argentina	Asociación de Pilotos de Líneas Aéreas	Bianco, Daniel
Argentina	Asociación de Señaleros Ferroviarios Argentinos	Salomon, Luciano Patricio
Argentina	Asociación Técnicos y Empleados de Protección y Seguridad a la Aeronavegación	Doino, Jonatan
Argentina	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante	Castro, Marcos Ricardo* Del Curto, Monica Gisela Alarcon, Roberto Jorge
Argentina	Centro de Jefes y Oficiales Maquinistas Navales	Dominquez, Horacio Enrique* Mayotti, Eduardo Oscar Suarez, Andrea
Argentina	Centro de Patronos y Oficiales Fluviales, de Pesca y Cabotaje Marítimo	Bianchi, Jorge Diaz, Cinthia Magali González Insfran, Julio Benjamín*

Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios	Casas Ponce, Fernando Gabriel Cavalli, Lorena Cordoba, Laura Graciela Encina, Pablo Antonio García, Jose Luis Guaymas, Martin Guzman, Elias Limpes Duarte, Oscar Jose Francisco Mordiglia, David Santiago Moyano, Hugo Moyano, Pablo Hugo Antonio Ruiz Vargas, Gabriela Analia Velazquez, Juan Eduardo Velazquez, Victor Luis*
Argentina	Sindicato Conductores Navales de la República Argentina	Vilar, Mariano
Argentina	Sindicato de Guincheros y Maquinistas de Grúas Móviles de la República Argentina	Aguirre, Jonatan Ruben Coria, Roberto Eduardo*
Argentina	Sindicato de obreros Maritimos Unidos	Valderrama, Jose David Diaz, Damian Enrique Fojo, Sandra Noemi Mereles, Daniel Molina, Geronimo David* Navarro, Angel Juan Vargas, Jorge Alejandro
Argentina	Sindicato del Personal de Dragado y Balizamiento	Aruto, Jorge Daniel* Diaz, Mauricio Milio, Roberto Andrés Schmid, Juan Carlos
Argentina	Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina	Raymond, Ricardo
Argentina	Sindicato Flota Petrolera e Hidrocarburifera	Grigera, Rafael Carlos Ocampo, Hector Daniel*
Argentina	Sindicato La Fraternidad	Coria, Nicolas Antonio Galeano, Nicolas Octavio Maturano, Omar Aristides Maturano, Sebastian Orsi Iszczuk, Ignacio Elias Sosa, Julio Adolfo* Sosa Cappello, Julian Ariel
Argentina	Sindicato Único de los Trabajadores de los Peajes y Afines	Sanchez, Sergio Julian
Argentina	Unión del Personal Superior y Profesional de Empresas Aerocomerciales	Cestoni, Paolo Dotta, Sergio Fernandez, Ruben* Trotta, Patricia Graciela
Argentina	Unión Ferroviaria	Alegre, Emmanuel Julio Alberto Benemerito, Karina Fabiana* Galeano, Matias Francisco Sasia, Sergio Luciano Veliz, Damian Ezequiel

Australia	Australian Institute of Marine & Power Engineers	Byrne, Martin* McAllister, Ian
Australia	Australian Licensed Aircraft Engineers' Association	Derndorfer, Wayne Gill, Peter Purvinas, Steve*
Australia	Australian Maritime Officers Union	Davis, Mark* Higgs, Tim
Australia	Australian Rail, Tram & Bus Industry Union	Allen, Peter Cubit, Byron Doogan, Owen Gorman, Leanne Graveson, Amy Lamont, Darren McCallum, Joanne Moore, Victor Ofner, Dominic*
Australia	Maritime Union of Australia	Andrikopoulos, Tyrone Bin Haji Sahari, Sunario Cain, Chris Campbell, Jason Carter, Scott Clifton, Mark William Clothier, Clement Cross, Michael Geoffrey Crumlin, Paddy* Deakin, Lionel Joseph Doleman, Michael Duignan, Campbell Dunn, Jerome Luiz Evans, Adrian Fagan, Dean Matthew John Farrelly, Bernard Frew, Glenn Gallagher, Paul Giddins, William Gough, Jason James Gore, Terence Gray, Ann Helps, Victoria Italia, Joseph Martin Jones, Mark Keane, Garry Krausert, Frederick Lee, Adam MacPherson, Michael <i>Maguire, Sarah</i> Mayor, Thomas McGibbon-Thompson, Ryan McMechan, Jamie Scott Myers, Mich-Elle Nealan, Anthony Newlyn, Jamie Outram, Dennis Pedler, Nick Prout, Mary <i>Purcell, Matt</i>

		Shumba, Abigail Sharon Smith, Warren Sperring, Aaron <i>Summers, Dean</i> Tracey, Will Verhoeff, Murray Wattam, Allen
Australia	The Australian Worker's Union	Walton, Daniel
Australia	Transport Workers' Union of Australia	Boutros, Jack Dawson, Timothy Forbes, Michael Kaine, Michael McDine, Scott McIntosh, Sam McIntyre, Scott Olsen, Richard* Pieri, Michael Pinkas, Klaus Pirc, Robert Sheldon, Tony Trevillian, Mark
Austria	Gewerkschaft vida	Delfs, Karl Hebenstreit, Roman* Hofmanninger, Christian Janisch, Oliva Rathgeb, Maria Schwarcz-Breuer, Johannes Tauchner, Gerhard
Bahrain	General Federation of Bahrain Trade Unions	Aladhum, Saleh Al-Saad, Salman* Mohamed, Shukri
Bangladesh	Bangladesh Biman Employees Union	Islam, Zahirul* Khan, Abdul Mannan Mannan, Abdul
Bangladesh	Bangladesh Biman Flying Services Association of Cabin Crew	Gani, Md Tanvirull* Hossain, S M Anwar Urme, Sanjeeda Parveen
Bangladesh	Bangladesh Biman Officers' Association	Hossain, Mohammed* Md Abu, Taher MD Tarek, Mahmood
Bangladesh	Bangladesh Noujan Sramik Federation	Chowdhury Ashiqul, Alam* MD Faruk Hossain, Shikder Mohammed Jahangir, Alam Mohammed Nabi, Alam Shahalam, Bhuiyan
Bangladesh	Bangladesh Railway Employees' League	Akand, Mohammad Enayet Hossain* Haque, Kazi Anowarul Mazumder, Aysha Pervin Uddin, Mohammad Sayeed Zaman, Ashaduz

Bangladesh	Bangladesh Railway Sramik League	Akand, Md Habibur Rahman Billah, Mohammad Masum Kabir, Mohammad Humayun* Nahar, Shamsun Rahman, Md Anisur Rahman, Md Habibur Shaili, Khadija Akter
Bangladesh	Bangladesh Road Transport Workers' Federation	Ali, Osman
Bangladesh	Biman Sramik League	Ahmed, Afsana Ahmed, Golam Kyser Akhter, Farhana Azaharul Islam, Mohammad Bari, Lablu Md Abdul Benu, Asma Khanam Chowdhury, M Mohib Uddin Hafizul, Haque MD Haque, Mohammad Mohsinul Haque, Mohammed Majedul Harun Ur Rashid, Mohammad Hossain, Mohammad Anwar Islam, Mohammed Firozol Munshi, Abdur Rahman Parveen, Rozina Rahman, Md Mojibur Rahman, Md Mosikur* Rahman, Md. Atiqur Roy, Rajsree Shahina, Aktar Msd Sharmin, Husne Ara Sila, Farhana Aziz Subhan, Mohammed Abdus
Bangladesh	Jatio Rickshaw Van Sramik League	Ali, Md Insur* Islam, Md Monirul Khokan, Mohammad Hanif Razu, Md Nazim Uddin
Barbados	National Union of Public Workers	Beckles - Jordan, Makala
Barbados	The Barbados Workers' Union	Clement, Wilma Howard, Dionne*
Belarus	Belarussian Trade Union of Transport and Communications' Workers	Ring, Vladimir
Belgium	ACOD/CGSP Telecom Vilegwezen Aviation	Reniers, Christine
Belgium	ACV - Openbare Diensten	Hamelinck, Luc Coolbrandt, Jan*
Belgium	ACV - Transcom	Callaerts, Kurt De Mey, Koen* Deville, Roger Guillemy, Bernadette <i>Roos, Christian</i> Smeyers, Didier Verboven, Liesbet

Belgium	Belgische TransportBond	Cockx, Patrick De Roeck, Veronique Dierckx, Carine Huijsmans, Rino Kerkhof, Jacques Loridan, Marc Loridan, Nick Maratta, Daniele Moreels, Frank* Reynaert, John Van De Velde, Ronald Van Noten, Marc Verbeeck, Monique Verrept, Kevin
Belgium	Landelijke Bedienden Centrale - Nationaal Verbond voor Kaderleden	De Borger, Daniel Gelens, Elke Gielis, Wannes*
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics	Abdissi, Michel Blauwens, Gunther Deschaepmeester, Claude Libert, Etienne* Martin, Christian Sempels, Ludo
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique	Boninsegna, Jean-Pierre De Deyn, Erwin* Hens, Stan Peeters, Rita
Benin	Federation des Syndicats des Travailleurs de l'Asecna	d'Almeida, Richard
Benin	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin	Sanni, Bonaventure
Botswana	Botswana Transport & General Workers Union	Matlhadisa, Gosatla Molaodi, Gaebepe*
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos	Almeida Filho, Severino* Melgrarejo Freitas, Sales Eurico Pintor Silva, Lorena Rech, Eduardo Antonio
Brazil	Federação Nacional dos Trabalhadores em Aviação Civil	de Almeida Dias, Luiz Sergio* Maciel, Rodrigo Ribeiro, Adriana
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins	Leite Goulart Ponzi, Ricardo
Brazil	Federação Nacional dos Trabalhadores Ferroviários	Calegari de Moraes, João Edacir De Freitas, Maria Elizeti Domingos, Pedro Paula Felicio, Francisco Aparecido Fernandes de Freitas, Antônio Carlos Fernandes, Janaina* Francisco, Paulo Pinto, Osvaldo Vianna, Ciro Cesar
Brazil	FETROPASSAGEIROS - Federação dos Trabalhadores nas Empresas Transporte Passageiros do Estado do Para	Batista da Silva, João* Da Silva, Thiago

Brazil	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro	Machado Fernandes, Mayo Uruguao
Brazil	Sindicato dos Trabalhadores nas Empresas de Transporte Aéreo do Município do Rio de Janeiro	Menezes, Alexandre* Schmidt, Marcelo
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos	Bertordo, Shirley De Freitas, Mauricio De Lemos, Francisco Luiz Xavier* Tavares de Jesus Amaro, Mara Meiry
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante	Muller, Carlos Augusto Válido Azevedo da Conceição, José*
Bulgaria	Federation of Transport Trade Unions in Bulgaria	Angelova, Iskra Bachvarov, Dimitar Dimitrov, Rostislav Drazhev, Ivan Ivanova, Emilia Kostova, Milka Kulev, Kalin Sidov, Ivaylo Sidova, Aneta Staneva, Nadezhda Yordanova, Ekaterina* Yordanova, Madlen
Bulgaria	National Union of Railway Workers - PODKREPA	Yordanov, Zorincho* Yordanova, Liliya
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires du Transport du Burkina	Zante, Marcel
Burkina Faso	Federation National des Taximen et des Travailleurs du Secteur des Transports du Burkina	Kiema, Oumarou
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés	Lamizana, Ahmed* Soubeiga, Roselyne
Cambodia	Cambodian Transportation Workers' Federation	Kimhun, Ean
Cambodia	Independent Democratic of Informal Economy Association	Long, Vuthy
Cameroon	Syndicat National des Inscrits Maritimes et Assimiles du Cameroun	Gouanfo, Innocent
Cameroon	Syndicat national des travailleurs du transport aérien catering et activités connexes du Cameroun	Bwelle Epse Diboti, Doualla Yondo Charlotte* Ebede Metila Epse Simeu Etoundi, Josiane Nathalie
Canada	B C Ferry & Marine Workers' Union	Johnston, Graeme
Canada	Canadian Merchant Service Guild	Thomson, Joy
Canada	International Brotherhood of Electrical Workers - Local 2228	Cupples, Dave* Kautz, Glen
Canada	International Longshore and Warehouse Union (ILWU Canada)	Ashton, Rob* Engler, Terry Gault, Gerry Kask, Dan <i>Lahay, Peter</i>

Canada	Seafarers' International Union of Canada	Aubry, Charles Etienne Borins, David Caron, Patrice <i>Giannopoulos, Vincent</i> Given, Christopher Given, Diane Given, James Given, Michael* Sanders, Joshua
Canada	Syndicat des débardeurs de Montreal, SCFP Local 375	Lalonde, Jean Langlois, Éric Lapierre, Martin*
Canada	Teamsters Canada	Boutin, Gerry Cooper, David* Gill, Richard Hennessy, Stan Kitchen, Gary Laporte, Francois McCann, John
Canada	Unifor	Dias, Jerome Dias, Leslie Duffey, Patty Duffey, Peter Gdanski, Sharon Kennedy, Peter Leonard, Euila Leonard, Frank Orr, Kelly-Anne Orr, Robert* Risser, Karl Risser, Nancy Tokhi, Alexandros
Chile	Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil	Flores, Lucrecia Norambuena Morales, Javier*
Chile	Federación de Tripulantes de la Marina Mercante de Chile	Mancilla Navarro, Diógenes
Chile	Federación Nacional de Empresa e Interempresas de Trabajadores del Holding Latin American - Network	Chavez, Luis
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile	Sandoval Pino, José Clodomiro
Chile	Sindicato de Trabajadores Interempresas de Compañías Navieras	Cajales Rojas, Pablo
Chile	Sindicato Interempresa de Oficiales de Marina Mercante	Azúa Almeida, Héctor
Chile	Sindicato Nacional de Trabajadores DHL Chile S.A.	Hernandez, Alejandra Silva, Juan*
Chile	Sindicato Nacional de Tripulantes de Cabina de la Empresa LATAM Airlines Group	Contreras, Roicen Ferrer, Gonzalo Pradenas, Cesar* Ricci, Alberto San Juan, Cristian Zenteno, Patricia

Colombia	Asociación Colombiana de Auxiliares de Vuelo y demás Trabajadores de la Industria del Sector Aéreo Colombiano	Cadavid Barbera, Maria Cristina
Colombia	Sindicato de los Trabajadores del Transporte Aéreo Colombiano	Limas Limas, Carmenza
Colombia	Sindicato Nacional de Trabajadores de Rama, Servicios de la Industria del Transporte y Logística de Colombia	Acosta Rusinque, Vivian Johanna Palencia, Esteban Barboza* Pinilla Paez, Claudia Patricia
Congo	Fédération Syndicale des Professionnels de Transport du Congo	Dzoundou, Carel Cyrille Claudin
Côte d'Ivoire	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits	Guehi, Adehi Ka Plike* Konan, Kouassi Bruno
Côte d'Ivoire	Syndicat des Aiguilleurs du Ciel en Côte d'Ivoire	Sangare, Moussa
Côte d'Ivoire	Syndicat des Conducteurs de Taxi de Côte d'Ivoire	Coulibaly, Ladji
Côte d'Ivoire	Syndicat des Marins Pêcheurs de Côte d'Ivoire	Kouassi, Barthelemy Yao
Côte d'Ivoire	Syndicat du Personnel de l'Aéroport International FHB d'Abidjan	Sere, Guy Georges
Côte d'Ivoire	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan	Obri, Mel Hippolyte Ouattara Epse Adjobi, Guecourgo Aby Sarah Danielle Yao, Konan Auguste*
Croatia	Railway Workers Trade Union of Croatia	Mindum, Katarina
Croatia	Sindikats Pomoraca Hrvatske (Seafarers' Union of Croatia)	Melvan, Neven* <i>Peric, Romano</i> Svalina, Vladimir Zec, Dorotea
Cyprus	Federation of Transport, Petroleum and Agricultural Workers	Avgousti, Charalampos Stavrou, Pantelis
Czech Republic	Odborové Sdružení Železničáru (Czech Railway Workers' Trade Union)	Maly, Martin Nekola, Radek Romanova, Helena*
DR Congo	Centrale des Travailleurs du Transport et Communications	Bedel Ndundula, Jean
DR Congo	Solidarité Syndicale des Travailleurs et Cadres du Congo	Mputu Meba, Joelle
DR Congo	Union pour la Solidarité Agissante	Mukishi Kambulu, Liévin William
Denmark	Centralorganisationen Søfart	Carlsen, Kurt Kjemtrup Ibsen, John Eichstedlund Petersen, Christian Homaa Philipsen, A Ole*
Denmark	Danish Aviation and Railway Federation	Andersen, Kirsten Marianne Frederiksen, Claus Moeller Horup, Henrik* Jensen, Anders Mark Pedersen, Preben Steenholdt
Denmark	Dansk Metal	Hansen, Keld Bækkelund* Rosschou, Ole

Denmark	Fagligt Fælles Forbund (3F)	Bondebjerg, John Frederiksen, John Graversen, Hans Christian Hedengran, Jørn Knudsen, Charlotte Kristensen, Karsten* Kristensen, Karsten John Madsen, Tina Møller Nielsen, Peter Lykke Overgaard, Flemming Petersen, Tina Villadsen, Jan
Denmark	HK Trafik & Jernbane	Jørgensen, Dennis Alex* Riis, Lone
Denmark	HK/Privat	Ansbjerg, Vibeke Jensen, Henny Fiskbæk Jensen, Tony Bugel*
Ecuador	Federación Nacional de Transporte Liviano Mixto y Mediano del Ecuador	Cabrero Ymbra, Napoleon
Egypt	Egyptian Federation of Free Transport for Workers	Khalil, Ragab Mosad Abdelazim Mohamed
Egypt	General Egyptian Flight Attendant Union	Nweashe, Ossama Abdel-Basset
Egypt	General Independent Trade Union of Public Transport Authority and Great Cairo Bus Network	Elbarag, Magdy
Estonia	Estonian Seamen's Independent Union	Kuiv, Jaanus
Ethiopia	Transport & Communication Workers' Unions Industrial Federation	Mena Alaro, Zeleke Sahele, Abathun Takele*
Faroe Islands	Føroya Fiskimannafelag	Højgaard, Jan
Fiji	Federated Airlines Staff Association	Ratuvili, Manasa Turagabaleti, Semisi*
Fiji	National Union of Hospitality, Catering & Tourism Industries Employees	Mataibeci, Maciu Latabu
Fiji	Transport Workers' Union	Kumar, Kamlesh
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil- och Transportbranschens Arbetareförbund i Finland)	Adamsson, Vili-Petteri Hemming, Tom Hook, Katri Jokela, Arto Juntunen, Johanna Laaksonen, Kai Lehtonen, Pekka* <i>Orn Jan</i> Pasanen, Harri Sorvali, Arto
Finland	Federation Of Special Service and Clerical Employees ERTO	Aaltonen, Juri* Nurmi, Marko
Finland	Finnish Seafarers' Union	<i>Bengts, Kenneth</i> Bondas, Kenneth Zitting, Simo*
Finland	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)	Juselius, Seppo* Vähäuski, Kari

Finland	Suomen Konepäällystöliitto/Finlands Maskinbefälsförbund/Finnish Engineers Association	Alatalo, Joachim Nyman, Robert*
Finland	Suomen Laivanpäällystöliitto r.y. (Finlands Skeppsbefälsförbund)	Ramsland, Johan
Finland	Suomen Veturimiesten Liitto VML, ry.(Finska Lokmannaförbundet) (Finnish Locomotive Drivers Union)	Palomäki, Tero
Finland	The Trade Union for the Public and Welfare Sectors (JHL)	Ekström, Håkan* Järnstedt, Teppo
France	Fédération CGT des Cheminots	Brun, Laurent Donnez, David Gobe, David*
France	Fédération des Officiers de la Marine Marchande UGICT CGT	Chateil, Jean-Philippe* Flecher, Claire
France	Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services	Dague, Didier Le Floch, Laurent Nizaraly, Zainil* <i>Pouille Pascal</i> Torres, Lilian
France	Fédération Générale des Transports et de l'Environnement - CFDT	<i>Archambaud, Corine</i> Aufrere, Remi Boulou, Gaby Cabrera, François Crochemore, Kevin Latron, Valérie* Le Nezet, Olivier Leguevel, Thierry L'huilliere, Gwenaëlle Pringent -Leguevel, Armelle Rouaux, Alfred Roux, Sylvie Stemer, Edgar
France	Fédération Nationale des Syndicats de Transports CGT	Bauge, Stanislas Boucheix, Arnaud Sutour, Alain*
France	Fédération Nationale des Syndicats Maritimes CGT	Delacroix, Fabien* <i>Tallonneau, Laure</i>
France	Fédération Nationale des Transports et de la Logistique Force Ouvrière	Angulo, José Coulet, Myriam* Lefebvre, Bruno Vancaeneghem, Thierry
Gabon	Syndicat Autonome des Taximens du Gabon	Choukou Leboundou, Jean Stanislas
Gabon	Syndicat National des Travailleurs du Secteur des Industries Extractives	Kouamba, Rufin
Gabon	Union des Syndicats et des Travailleurs du secteur multimodal du Gabon	Agotino Razingue Ep Toumba Moussadji, Linga Gaëlle Lepanda, Estelle Blanche Mikala-Mikala, Steeve Bernard Minguie Ep Moutendy, Nina Ricci Nyare Mendogo Ep Toung Ondo, Roselyne Djoula, Philippe*

Georgia	Georgian Seafarers' Union	Davitiani, Otar
Georgia	Georgian Railway Workers New Trade Union	Giorgadze, Vitali* lzhava, ilia
Germany	Eisenbahn-und Verkehrsgewerkschaft	Albers, Erika Bunk, Rupert Carstens, Marion Frank, Alois Josef Kirchner, Alexander* Leuschner, Torsten Neumann, Hans Willi Tari, Anna Elisabeth Trost, Tanja Theresia
Germany	Vereinte Dienstleistungsgewerkschaft (ver.di)	Amier, Claudia Ball, Mira Behle, Christine* Bölükmese, Hakan Brechtelsbauer, Moritz Felsmann, Klaus Manfred Fontana, Natale <i>Friedrich, Karin</i> Gehring, Thomas Gneiß, Lisa <i>Hemme, Sven</i> Hengster, Robert Kobow, Silke <i>Linderkamp, Susan</i> Mendrzik, Thomas Näser, Andreas Reimers, Stefan Richter, Ulrich Schwiegershausen-Güth, Maya Schwirn, Carola Seebold, Torben Sorg, Thomas Tatura, Taro Atanas Thyroke, Stefan Worbs, Heike
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC	Iddrisu, Fuseini* Owusu, Bernard Baah, Cynthia*
Ghana	Maritime and Dockworkers' Union (Ghana)	Abudu Nelson Baani, Salwa Ankomah, Muriel Anita Aubyn, Lois Nana Adjoa Ayee Kissi, Alethea Baidoo, Abdul-Rahman Bramah, Shirley Kwashie, Rita Owusu-Koranteng, Daniel* Yakubu, Musa Yarboi, Hannah
Ghana	National Union of Teamsters and General Workers	Osabutey, Ebenezer

Great Britain	Associated Society of Locomotive Engineers & Firemen	Calfe, Dave Comfort, Gary Holloway, Cliff* Reay, Deborah Weller, Simon Whelan, Mick Wilkinson, Terry
Great Britain	National Union of Rail, Maritime and Transport Workers	Apedo-Amah, Millicent Carty, Michael Cash, Mick* Dempsey, Edward Hoyle, Sean Proctor, Darren Reynolds, Brian Todd, Stephen Tooley, Lorna
Great Britain	Nautilus International (UK)	Dickinson, Mark* McGowan, Danny
Great Britain	Prospect	Curtis, Aaron Mooney, Andy Winstanley, Paul*
Great Britain	Public and Commercial Services Union	Budd, Geoff
Great Britain	Transport Salaried Staffs' Association	Carney, Bernard Michael Cortes, Manuel* Jukes, Nicola Turvey, Jason
Great Britain	Unite The Union	Beatty, Sean Casey, Mick Crease, Richard Draper, Matt Gill, Jas Haworth, Alexandra Holland, Diana* Matuszewska, Justyna McCluskey, Len Mitchell, James Peacock, Jaine Richardson, Oliver Stevens, James Terry, Kevin Turner, Steve Woodhouse, Tony
Greece	Pan-Hellenic Seamen's Federation	Chalas, John* Kourakos, Stamatis Tselentis, Agis
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal	Siajes Barillas, Maynor Armando
Guinea-Bissau	Amigos Irmãos dos Homens do Mar	Biague, Januario Jose
Guinea-Bissau	Sindicato Nacional dos Motoristas e Ciclomotorista da Administração Pública Privada e Afins	Jamanca, Alage
Guinea-Conakry	Fédération Syndicale Libre des Travailleurs du Transport et Entretien Mécanique de Guinée	Bah, Mariame Bourouno, Tamba Abel Camara, Mohamed Macire Diallo, Amadou* Doukansy, Sekou

Guinea-Conakry	Fédération Syndicale Professionnelle Nationale des Transports et Mécaniques Générales	Balde, Mamadou Yaya* Kanté, Sidy Mohamed
Guyana	Clerical and Commercial Workers' Union	Clarke, Sherwood
Hong Kong	Amalgamated Union of Seafarers, Hong Kong	Cheung, Lung Chi Chick, Poon Lun Antony Ho, Kai Hung Dominic Ho, Sun Man Kam Lung, Au Yeung* Lai, Kwail Yau Lau, Chong Him Frederick Ngai, Chi Hing Tong, Ka Lee
Hong Kong	British Airways Hong Kong International Cabin Crew Association	Ng, Carol* Yau, Wahsung
Hong Kong	Cathay Pacific Airways Flight Attendants' Union	Cheng, Wai Tung Kwok, Chin Hang Kenneth Lai, Dora Tang, Mun Yeong Jenny Wong, Lai Cheung Tim Wu, Yee Mei Vera* Yau, Chi Hung Julian
Hong Kong	Federation of Hong Kong Transport Workers' Organizations	Tam, Kum Fai
Hong Kong	Hong Kong Dragon Airlines Flight Attendants Association	Lam, Kim Sy, Rebecca* Wong, Kin Chung Wong, Wai Ting Yip, Cho Yan
Hong Kong	Hong Kong International Terminal Groups Employees General Union	Lam, Kwok Wai Leung, Wing Keung Sin, Hiu Yan Wong, Kwai Ting*
Hong Kong	Hong Kong Seamen's Union	Cheung, Sai Teng Chiu, Emma Li, Chi-Wai* Liao, Bowen Yang, Kaiqiang Zhou, Wei
Hong Kong	Hong Kong Storehouses, Transportation & Logistics Staff Association	Li, Chi Yung* Lun, Siu Yi Ellen
Hong Kong	Merchant Navy Officers' Guild - Hong Kong	Chan, Kitty Chung, Tung Tong* <i>Lam Wai Hong, Jason</i> Lau, Mang Tak Tam, Shing Chieh Wong, Shun Kwan Shenky
Iceland	Félag Skipstjórnarmanna.	Bjarnason, Arni* Einarsson, Gudjon Gudmundsdottir, Elin Sigurðardóttir, Steinunn

India	All India Railwaymen's Federation	Agarwal, Jaya Arora, Vishal Chaubey, Dhrub Narayan Chaubey, Mahender Pratap Chaubey, Rajesh Kumar Chauhan, Gaurav Chhaya, Mahesh Dixit, Vaijayanti Harsh, Perinsophiya Sunilkumar Jaggi, Sunita Khan, Zubair Kumar, Ajay Kumar, Sumit Malhotra, Priyanka Mishra, Shiva Gopal* Nair, Venu Purushothaman Oommen, John Pandey, Avshesh Pawar, Santosh Pillai, Kumar Pochikiyamudu, Laxmipathi Rajasridhar, Canjeevaram Ananthkrishnan Ram, Dola Rawat, Durga Sharma, Divya Sharma, Mahendra Sharma, Puneet Sharma, Ramesh Chandra Shukla, Snehlata Singh, Ajit Singh, Jagjit Singh, Jitendra pal Singh, Lakhan Singh, Praveena Singh, Preeti Singh, Rana Puran Chandra Deep Singh, Vivek Kumar Srivastava, Shyambabu Tiwari, Sudhir Tripathi, Prajakta Tyagi, Narendra Kumar Vyas, Anil Kumar
India	Bambai Mazdoor Union	Vadhavkar, Sanjay
India	Calcutta Port Shramik Union	Bhowmick, Bisakha
India	Chennai Container Terminal Employees Union	Rajmohan, Natrajan
India	DHL World Wide Express (I) Pvt. Ltd. Employees' Union	Baskaran, Lakshmanan Praveen Kumar, S*
India	Federation of All India Aviation	Menon, Pradeep
India	Forward Seamen's Union Of India	Deorukhkar, Sushil Narendra Lalufandage, Mohammed Yadav, Manoj Kumar*

India	Government Transport Corporations Employees Progressive Unions' Federation	Alphonse, Vedamuthu Balasubramanian, Chinnathambi Farook, Peerukan Kannan, Soorapoundy Palani Panneerselvam, Pakkiri
India	Indian National Port & Dock Workers Federation	Balaraman, Arumugam Prakash, Govindan Ansari, Hanifa Elavia, Gulshan F.*
India	Maharashtra State Transport Kamgar Sanghatana	Naikwade, Sheela* Shinde, Sandeep Tate, Hanumant Krishna
India	Mumbai Port Trust, Dock and General Employees' Union	Apraj, Sudhakar* Duraphe, Yogini
India	National Federation of Indian Railwaymen	Ajay Kumar, Singh Amit, Bhatnagar Ashok Kumar, Sharma Baruah, Diganta Kumar Bhatnagar, Rajendra Prasad Bipen Chand, Sharma Chand, Subhash Damodaran, Srinivasan Dileep Kumar, Chawla Gobinath, Krishnamoorthy Gunendra, Baruah Kumar, Rajesh Lalsingh, Simi Mahurkar, Jaywantrao Gulabrao Munindra, Saikia Nayan Kumar, Barman Praveen Chandra, Bajpai Prem Kumar, Solanki Raghavaiah, Marri* Rama Pallavi, Iragavarapu Ramji Gagji, Kabar Sharifkhan Gulamnabikhan, Pathan Shesh Babu, Allmuru Somnath, Malik Sukuru, Gayatri Trivender Kumar, Sharma Vikram Singh, Solanki Vinod Kumar, Bhatt Vishnu, Kona Yadav, Girraj Prasad
India	National Union of Seafarers of India	Bappaihotty, Shaik Abdul Hafeez Chandran, Sooraj Dasan, Jude Fernando, Sudha Gomes, Louis Kandalgaonkar, Milind Khan, Mohamed Noor Mohammed Krishnaraj, Rangaraj Nair, Sunil Serang, Abdulgani Y* Sonawane, Abhilasha

		Swathanthiran, Kalaikovan Thakur, Prakash Utekar, Vrushank Vimalson, Louis
India	New Mangalore Port Staff Association	Achar, Dinesh Esakimuthu, Sudalaiyandi Shettigar, Sadashiva Bolna Shetty, Sureshchandra Sudhakara, Sudhakara
India	New Maritime & General Kamgar Sanghatana	Bhagat, Amrut Vitthal Bhagat, Banubai Amrut Bhoir, Umesh Chavaji Bhosale, Nanda Madhavrao Bhurke, Bhagyashree Bhalchandra Bhurke, Kadambari Bhalchandra Dabhane, Vijay Ganpat Damade, Hareswar Baburao Damade, Harishchandra Bapu Deherkar, Sai Vijay Dharane, Yogesh Balaram Gaikar, Rohidas Namdev Galande, Shrimant Dagadu Gharat, Mahendra Tukaram* Gharat, Shubhangi Gharat, Sonali Mahendra Kadam, Godavari Ananda Kadam, Nilesh Krisnajorao Kamble, Sachin Kashinath Kathawale, Rajesh Pandurang Koli, Arun Madhukar Kothandaraman, Ambal Kothandaraman, Padmanabhan Mane, Lahu Rangrao Mhaskar, Anant Shankar Mhatre, Mayur Vithal Mhatre, Pramod Savalaram Mhatre, Prit Vishwanath Mokal, Rupesh Shivram Paritosh, Biswas Patil, Haresw Pandurang Patil, Jaywant Gangaram Patil, Kirit Prabhakar Patil, Raja Gajanan Patil, Rajesh Vishnu Patil, Samarat Arun Patil, Sneha Kirit Patil, Vaibhav Chandrakant Porji, Ramesh Hasha Rasal, Yogesh Tukaram Tandel, Ashish Bharat Thakur, Anand Narayan Thakur, Kalpana Mahadeo Thakur, Shakuntala Tulshiram Thakur, Shobha Shyam Thakur, Shyam Kanha Thakur, Tulshiram Balaram Zavare, Prajesh Krishna

India	Rashtriya Mazdoor Sangh	Shinde, Sunil
India	Shivsangram Taxi and Rickshaw Union	Ambonkar, Udaykumar
India	Tamil Nadu Road Transport Workers' HMS Federation	Pillai, M Subramonia
India	The Cochin Port Staff Association	PM, Mohammed Haneef* Saleem, Razia Sebastian, Thomas Stephen, Manju Maria
India	The Madras Port Trust Employees' Union	Ganta Munuswami, Krishnamurthi
India	The Maritime Union of India	Bharucha, Hormaz Hoshang Colaco, Dores Colaco, Freny Imaculada Conceicao Khan, Akbar Aslam Pagar, Sudhir Thakur, Amar Singh* Thakur, Harpreet Kaur Amar Singh
India	The Tuticorin Psa-Sical Container Terminal Staff Union	Guruswamy, Chidambaranathan
India	The Visakhapatnam Port Employees' Union	Sarma, Deevi Koteswara
India	Transport & Dock Workers Union, Kandla	Bellani, Manohar* Mohan, Seema
India	Transport & Dock Workers' Union, Mumbai	Patil, Chandrakant Bhoir, Chandrakant Bhosale, Mahadev Chavan, Shamrao Desai, Kalpana Devkate, Bira Dhumal, Nivrutti Jagadale, Sonaba Kachare, Appa Kotwal, Kishor* Mete, Baban More, Jagannath Mudhe, Shivaji Murthy, Ravluri Mallikarjuna Shinde, Rajaram Swami, Venkatesh Yadav, Shreeram
Indonesia	Ikatan Awak Kabin Garuda Indonesia (Garuda Indonesia Flight Attendant Association)	Eclesia, Josephine Muttaqin, Zaenal Tuwanakotta, Jacqueline*
Indonesia	Indonesia Railway Workers Union (Serikat Pekerja Kereta Api)	Agustien, Tina Ariaty, Heity* Badaari, Imron Hamdani, Dani Mursito, Wahyu Siahaan, Lucyana
Indonesia	Kesatuan Pelaut Indonesia	Dewa Nyoman Budiassa, I Krisnadewi, Luh Pasek Tambing, Mathius* Trisno, Wasilan Slamet

Indonesia	Serikat Karyawan PT Garuda Indonesia (Persero) Tbk	Anggraeni, Dewi Rohanah Kurniawan, Novrey Nasution, Ahmad Irfan* Rachmat, Anna Rosliana Saragih, Gloria Syahry, Ali Yudiawan, Jaka
Indonesia	Serikat Pekerja Terminal Petikemas Koja	Suryadi Slamet* Mukmin, Mr
Indonesia	Trade Union of Jakarta International Container Terminal	Ariastiningrum, Nevy Dewi, Lulita Kartini, Santi Kesuma, Indah Nuraini, Nuraini Siregar, Maryati Usmansyah, Suryansyah Bahar*
Iran	Iranian Merchant Mariners Syndicate	Berenji, Mohammad
Iraq	Kurdistan Transport Unions	Hassan, Mohammed
Iraq	Workers Union & Affiliation of Iraqi Ports Company	Al Hammoodi, Zaki Abdulaali Zabbari* Al Idan, Kareema
Ireland	Irish Municipal, Public and Civil Trade Union	McCormack, Shauna
Ireland	Services, Industrial, Professional and Technical Union	Ennis, Greg <i>Fleming, Ken</i> O'Flynn, Joe* Ryan, Ann
Israel	Israeli Sea Officers' Union	Levy, Avi
Israel	Transport Workers' Division of Histadrut	Edri, Avraham* Shapira, Avital
Italy	Federazione Italiana Lavoratori dei Trasporti FILT-CGIL	Colombai, Maurizio Gaggiano, Leo Gigliarelli, Elisa Guida, Giulia Modonesi, Daniela Mosetti, Patrizia Siligato, Paolo Tommasi, Berardina* Tripodi, Sara
Italy	Federazione Italiana Sindacati Terziario (FIST-CISL)	Campeotto, Dario Raineri, Pierangelo*
Italy	Federazione Italiana Trasporti - CISL	Di Felice, Francesca Di Fiore, Francesco* Di Fiore, Remo Diamante, Orazio Mascia, Monica Mansi, Luigi Tschigg, Christian
Italy	UILTRASPORTI	Baiocchi, Francesca* Fantappiè, Paolo

Japan	All-Japan Federation of Transport Workers' Unions UNYU-ROREN	Kuroda, Tomomi Matsuo, Kyoko Namba, Junsuke Narita, Yukitaka Sugiyama, Toyotaka* Takamatsu, Nobuyuki Takayanagi, Koji Toyota, Naoki
Japan	All-Japan Prefectural and Municipal Workers Union (JICHIRO)	Fukuda, Satoshi Kokugan, Keizo Kusagawa, Mika Miyazaki, Masaharu* Shishido, Hideki Yamada, Nobuya
Japan	All-Japan Seamen's Union	Endo, Masami Endo, Taisuke Fukano, Daiju Fukui, Kazuo Goto, Yuichirou Hiraoka, Hidehiko Iida, Mieko Ikeya, Yoshiyuki Inoue, Fumihiko Inoue, Yusuke <i>Ishino, Junya</i> Kakuchi, Shigeru Kamaishi, Takashi Kamogashira, Akito Kanna, Taisaku Kanno, Naoki Kawabe, Hiroyuki Kawamoto, Shota Kawamura, Shiho Kimura, Toshiaki Kobayashi, Yasuyuki Kon, Hideo Kondo, Masahiro Kono, Tetsuro Matsuura, Yoshiko Miyakawa, Yuma Mizukoshi, Mariko Morita, Hideko Morita, Yasumi Nagano, Takuma Noguchi, Daisuke Oguri, Yukihiro Ohori, Fusao Oikawa, Takatoshi Osaki, Akio Oyama, Hirokuni Saito, Hiroshi Sato, Muneaki Satomura, Arisa Shimizu, Shun Shimmi, Yoshinori Sumi, Shigenobu Suzuki, Junzo Suzuki, Kei

		Suzuki, Koichi Suzuki, Satoru Suzuki, Takayuki Takahashi, Kenji Takahashi, Masayuki Tanaka, Shinichi Toyomitsu, Yoshihiro* Tsuchiya, Bumpei Tsuda, Kouki Watanabe, Hiroyuki
Japan	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)	Hosokawa, Ken Kawajiri, Yoshimi Koshiba, Takeshi Matsui, Kinya Noguchi, Masayuki Oki, Nobukatsu Okubo, Akira Okutsu, Toshiyuki Shibata, Tadayuki Sumino, Toshihiko* Takahashi, Hiroyuki Tani, Hiroshi Tani, Masaki Tanobe, Koichi Yanagihara, Hiroshi
Japan	Japan Confederation of Railway Workers' Unions (JRU)	Enomoto, Kazuo Mukawa, Tomoko Yamada, Satoru*
Japan	Japan Federation of Aviation Industry Unions (Koku-Rengo)	Matsuo, Kana Nakayama, Yoshinari Shima, Hirotaka*
Japan	Japan Federation of Aviation Workers' Unions (KOHKUREN)	Akasaka, Junichiro Chikamura, Kazuya* Hagiwara, Reiko Hashimoto, Akihideo Hoshizaki, Satomi Ishida, Aki Iwata, Katsuo Kikuchi, Fujio Ko, Senyo Okamoto, Takurou Toya, Hirokazu Watanabe, Shin
Japan	Japan Federation of Service & Tourism Industries Workers' Unions	Goto, Tsuneyasu Ishikawa, Soichirou* Kadowaki, Yoshikazu Naganawa, Masayuki Tsuwazaki, Koji Udaka, Makoto Yamaguchi, Tomohiro

Japan	Japan Railway Trade Unions Confederation (JR-RENGO)	Hano, Atsushi Ishidahara, Kiyoshi Kamada, Shigeru Kawabata, Junichi Kawahara, Takayoshi Kimura, Tomotaka Mandokoro, Daisuke* Matsuoka, Yuji Otani, Kiyoshi Sawada, Daisuke
Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)	Endou, Kazuyuki Fujiki, Shigeru Ichikawa, Kohtaro Itoya, Kinichiro Kashiwagi, Kimihiro Kawamura, Shun Matsumoto, Kozo Matsuya, Tetsuji Niizuma, Hideki Sato, Fumiaki Seto, Osamu Suzuki, Ryuichi Takano, Hiroshi Tamada, Masaya Tamura, Atsuko Yamada, Masatoshi* Yanagino, Daisuke
Japan	National Railway Workers Union (KOKURO)	Kikuchi, Tadasu
Jordan	General Trade Union of Air Transport and Tourism	Al Qadi, Hani
Jordan	General Union of Port Workers	Edbeis, Mahmoud* Khatatneh, Emad
Jordan	General Union of Road and Mechanic Workers	Al Amad, Reham
Kazakhstan	The Transport Industry Trade Union of Rail, Road, Air and Inland Navigation Workers of the Kazakhstan Republic	Akhmetbayev Tulepbekovich, Orazgali* Askarbayev, Nurzhan Nurgisayevich Orazovich, Nesipbayev Gafu Rashidovich, Sabarov Rafail Sadykov, Gabit Salykbayeva, Nagima Sarsekeyev, Serik Zhakeyev, Saparbek
Kenya	Aviation & Airports Services Workers Union (Kenya)	Baraza, Nicholas
Kenya	Dockworkers' Union Kenya	Iddi, Zuhura Kesero, Raphael Obillo Kurgat, Irene Langat, Gladys Chepkorir Mohamed Mote, Nana Mwaegwa, Jeremia Mwakireti, Matreda Sang, Simon*

Kenya	Kenya Bodaboda, Tuktuk and Taxi Workers Union	Wanyonyi, Cynthia
Kenya	Kenya Long Distance Truck Drivers & Allied Workers Union	Emma Atieno, Opiyo Nicholas Ndungu, Mbugua*
Kenya	Matatu Workers Union	Kidweye, Abigael Ombati, Vincent Omoga, Henry Nyabuto*
Kenya	Public Transport Operators Union	Ndiritu Karobia, Joseph Okonji, Fenus*
Kenya	Railway and Allied Workers' Union	Chumo, John
Kenya	Transport Workers Union Kenya	Mihadi, Dan
Korea, Republic of	Federation of Korean Seafarers' Unions	Ahn, Yi Moon Chung, Tae Kil* Hwang, Chunok <i>Hyeokjin, Moon</i> Kim, Dooyoung <i>Kim, HK</i> Kim, Hanseog Kim, Sang Gi Kim, Suheon Kwon, Giheung Lee, Bong Cheol Lee, Im Su Lee, Kwangchon Lee, Sanghee Park, Hyunjun Park, Seongyong Park, Tae Min Yoon, Kapsik
Korea, Republic of	Federation of Korean Taxi Transport Workers' Unions	Kang, Shiinpyo
Korea, Republic of	Korea Expressway Corp. Labour Union	Lee, Ji Ung* Lee, Seunghern
Korea, Republic of	Korean Air Labour Union	Cho, Young Nam
Korea, Republic of	Korean Automobile & Transport Workers' Federation	Jeong, Chan Hyeok Jin, Beongjun You, Gwonchung
Korea, Republic of	Korean Federation of Port & Transport Workers' Unions	Kang, Chan Soo Chi, Yong Soo* Hwang, Young Hoon Kim, Chulsung Kim, Dae Sik Kim, Hae Duk Kim, Sang Sik Kim, Suk Ju Lee, Haewoo Lee, Hee Cheol Lee, Jungwon Lee, Youngwoo Park, Daesoo
Korea, Republic of	Korean Federation of Tourist & Service Industry Workers' Unions	Seo, Jae Soo
Korea, Republic of	Korean Postal Workers' Union	Lee, Dong Ho

Korea, Republic of	Korean Public Service and Transport Workers' Union	Bahc, Heung Su Cho, Yoonsu Choi, Jaehwan Jeong, Unkyo Jo, Sangsu Joung, Jiho Kim, Gabsoo Kim, Jeonghan Kim, Joonwoo Kim, Jungchol Kim, Seung Kwon Kim, Youngchang Lee, Seungmin Lee, Suyeol Lee, Wonjeong Liem, Wol-san* Lim, Jaegab Noh, Jaejun Park, Namwook Park, Sanghyeon Park, Yeon Su Ra, Kiwon Shim, Dongjin
Korea, Republic of	Korean Railway Industry Trade Union	Bang, Hyeongseok
Kuwait	Workers Union in the Ministry of Transportation	Shnaiter, Jaber
Kuwait	Workers Union of Kuwait Airways & Subsidiaries	Al Hajiri, Talal Hanif, Fahad Jouhar, Abdullah Shalash, Mohammad*
Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers Union of Kyrgyz Republic	Mazitov, Robert
Latvia	Latvian Seafarers' Union of Merchant Fleet	Agoura, Aija Pavlovs, Igors* <i>Petrovskis, Norberts</i>
Latvia	Latvian Trade Union of Public Services and Transport Workers	Kalnins, Juris
Latvia	Latvijas Udenstransporta darbinieku federativa arodbiedriba – Federative Water transport workers union	Holodnuks, Aleksejs* Holodnuks, Deniss Holodnuks, Olegs Kronbergs, Olivers Panasjuks, Viktors
Lebanon	Lebanese Cabin Crew Association	Ajouz, Fatima Hammoud, Fatima Turkieh, George*
Lebanon	Syndicate of Middle East Airlines and Affiliate Companies	Abou Shami, Fadi Chaya, Chibly*
Liberia	Dock Workers' Union of Liberia	Doe, Jackie N W* Flomo, Priscilla Sundayway Kai, Rancy Paye, Jackquiline

Liberia	United Seamen, Ports and General Workers' Union of Liberia	Gargar, Ernest Lumah* Guidy, Alban S. Siaffa, Samuel
Liberia	United Workers' Union of Liberia	Dixon, Samuel R. E. Nagbe, Tenneh J. Seneh, Dave J*
Libya	Libyan General Federation of Trade Unions	Al Sharif, Nermin
Lithuania	Lithuanian Seafarers' Union	Kalnius, Remigijus
Lithuania	Lithuanian Transport Workers' Federation	Markevicius, Algirdas
Luxembourg	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés, Luxembourg	Merenz, Georges
Malawi	Railways Workers Union of Malawi	Kavalo, Wendy Mwaonanji
Malaysia	Foreign Airlines Employees Union	Krishnasamy, Rajeswary
Malaysia	National Union of Flight Attendants Malaysia	Abdul Wahab, Ismail Nasaruddin* Mohamed Yusof Mancilla, Yusniza Binti
Malaysia	The Railwaymen's Union of Malaysia	Md Hassan, Abdul Razak* Ramakrishnan, Subramaniam
Malaysia	Union of Employees of Port Ancillary Services Suppliers Port Klang	Alagu, Balasubramaniam* Saring, Gelli
Mali	Syndicat des Travailleurs de l'Aéroport	Sissoko, Dramane
Mauritius	Airports of Mauritius Ltd Employees Union	Munboth, Bhavish
Mauritius	Government Services Employees Association	Amiran, Mohammad Iqbal Beesoon, Vikramaduth Radhakrisna, Sadien*
Mexico	Alianza De Tranviarios De Mexico	Bahena y Lome, Benito* González Avilez, Alma Teresa
Mexico	Orden de Capitanes y Pilotos Navales de la República Mexicana, Similares y Conexos	Muñoz, Ysmael Garcia
Mongolia	Federation of Mongolian Railway Workers Trade Union	Barkhas, Bayaraa Bat-Erdene, Enkhtugs
Mongolia	Mongolian Transport, Communication & Petroleum Workers' Union	Bayaraa, Ragchaa* Enkhtaivan, Enkhjargal Urgunbaa, Dashkhorol
Montenegro	Independent Union of Workers in Maritime Shipping trade and transport of Montenegro	Markolovic, Tomislav* Milosevic, Sasa
Morocco	Union des Syndicats UMT des Transports	Chawki, Ahmed El Younoussi, Mohamed Halouani, Meryem Ouardane, El Mostafa Qarfa, Ibrahim* Sennouni, Ahmed Rachid
Mozambique	Sindicato Nacional dos Profissionais de Estiva e Ofícios Correlativos	Langa, Fatima Eugenio Simango, Damiao*
Mozambique	Sindicato Nacional dos Trabalhadores da Industria Hoteleira, Turismo e Similares	Macuacua, Luis Muchuango* Nhassengo, Sandra Isabel Teixeira Pedro
Mozambique	Sindicato Nacional dos Trabalhadores de Aviação Civil, Correios e Comunicações	Felisberto, Victória* Madede, Ivanilda

Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro	Americo, Domingos Licussa, Estevao Machava, Lidia Sengo, Raul*
Mozambique	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica	Simbine, Naftal David
Myanmar	Independent Federation of Myanmar Seafarers	Aung, Lu Aung, Zaw Lin, Aung Kyaw*
Namibia	Namibian Transport and Allied Workers' Union	Kwedhi, Johannes
Nepal	Independent Transport Workers' Association of Nepal	Rai, Bhimkumar
Nepal	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh)	Kumar Rai, Ajay* Lama, Ishwor Shrestha Bhattarai, Geeta
Netherlands	FNV	Atema, Edwin Belfi, Silvana Boer, Michiel Hajjari, Asmae Millenaar, Alex Paas, Brigitta* Stam, Niek Vaessen, Vivian Van Der Lecq, Joost Van Oort, Fred van Tussenbroek, Mark
Netherlands	Nautilus International (NL)	Meijer, Sascha van den Broek, Marcel*
New Zealand	Maritime Union of New Zealand	Clark, Mike Findlay, Carl Fleetwood, Joe* Windsor, Alan
New Zealand	New Zealand Merchant Service Guild Industrial Union of Workers Inc.	Gordon, Bryce* McLeod, John
New Zealand	Rail and Maritime Transport Union Inc.	Blakeley, Ruth Butson, Wayne* Wilkinson, Aubrey
Niger	Fédération Nationale des Transports Postes et Télécommunications	Sako, Mamadou
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile	Abani, Moustapha Garba Siddo, Ali Mamoudou, Ibrahim*
Niger	Syndicat National des Travailleurs(euses) Autonomes de l'économie informelle	Habou Barma, Souley Zeinabou
Nigeria	Air Transport Services Senior Staff Association	Ahmadu, Ilitrus* Oluwafunmilayo, Onuoha
Nigeria	Maritime Workers' Union of Nigeria	Adeyanju, Adewale* Eromobor, James Douglas

Nigeria	National Union of Air Transport Employees	Abioye, Olayinka Olusanya Ayeoba, Kemi Dauda Safiyanu, Mohammed* Nnabue, Prince Benjamin Konye Osunkwo, Chibueze Lawrence Popoola, Olanrewaju Monsur
Nigeria	National Union of Road Transport Workers	Adedamola, Salami Oyebode Akeem Alani, Adeosun Alhassan, Haruna Asabe David, Dogo Chinenye Sunday, Akoma Ibrahim, Mohammad Mafara Ifeanyi, Obi Isah Usman, Dahiru Jacob Oluwadunsi, Adebo Kabiru Ado, Yau Kefas Habila, Dogon-Yaro Maryam Jummai, Bello Mohammed Bello, Zubairu Najeem Usman, Yasin* Olalekan, Folorunso Olaniran Teslim, Usman Ozieza, Ahmed Habibab Rashidat Bose, Badaru Salisu, Danauwade Sherif, Usman Tajudeen Badru, Ishola Tajudeen Kolawole, Ibikunle Wetkur, Clement Yahuza Adamu, Yankaba Ibrahim, Bala
Nigeria	Nigeria Merchant Navy Officers and Water Transport Senior Staff Association	Bob Joseph, Yousuo Matthew Adedapo, Alalade* Jeremiah, Obadiah Kemewerigha, Thomas Okubo Okpono, Aleakhue John Oluwatoyin Khadijat, Bello Sadiq, Adeola Olusola
Nigeria	Nigeria Union of Railway Workers	Okoro, Raphael Benjamin* Yusuf, Kazeem Ishola
Norway	Fagforbundet	Amundsen, Linda N. Delingsrud, Carl Ivar Guldbrandsen, Stein Solberg, Ove Andreas Wahl, Asbjørn*
Norway	Fellesforbundet	Eggum, Jørn* Kaurin, Jørgen
Norway	Handel og Kontor i Norge	Beckham, Christopher Ray Mietinen, Bjørn* Pedersen, Jeanette Skårhaug, Barbro Elin
Norway	Industri Energi	Reime, Asle* Sandhåland, Irene Stokka, Ommund

Norway	Norsk Jernbaneforbund	Haaverstad, Torfinn Ness, Kjell Paalerud, Tor Egil Saetre, Jane* Soer-Reime, Audun
Norway	Norsk Lokomotivmannsforbund	Aslaksen, Øystein Ringdal, Rolf Juul*
Norway	Norsk Sjømannsforbund (Norwegian Seafarers' Union)	Angell, Kurt Inge Bakken, John Cato Bryn Kjaer, Erina Dyring, Lena <i>Gjestrup, Angelica</i> Grothe, Stian Hagerupsen, Geir Hansen, Johnny* Hauge, Kirsti Andrea Hernes Pettersen, Terje Oksnes, Ronny Oyen, Johan
Norway	Norsk Sjøoffiserforbund	Folland, Jens Sande, Hans*
Norway	Norsk Transportarbeiderforbund	Fenn Samuelsen, Terje R* Johnsen, Lars Morten Karlsen, Sissel Sivertsen, Dag-Einar
Norway	Norwegian Union of Marine Engineers	Andersen, Helge Malterud, Odd Rune*
Norway	Parat	Einan, Vegard* Linden, Marit Nyberg, Anneli Skjæggerud, Hans-Erik
Norway	Yrkestrafikkforbundet	Jæger, Linda Klunges, Jim* Trond, Jensrud Valle, Trude C
Oman	General Federation of Oman Trade Union	Al Mardhoof Al Saadi, Mohamed Talib Said*
Pakistan	All Pakistan Civil Transport Workers' Union	Ahmed, Mian Shahbaz
Pakistan	Karachi Dock Labour Board	Khan, Niaz Muhammad
Pakistan	Karachi Port Trust Democratic Workers Union	Abdul, Razzak* Sobani, Sadia
Pakistan	Pakistan Merchant Navy Officers' Association	Saeed, Mukarram
Pakistan	Pakistan Seamen's Union	Panjri, Adam
Palestine	General Union for Transport Workers	Abunassar, Ahmed* Kanan, Mahera Saed, Mohammed Shaher
Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviación, Logística, Similares y Conexos de la República de Panamá	Parfait, Fernando Santiago Sousa, Cristobal*
Panama	Unión de Capitanes y Oficiales de Cubierta	de la Guardia, Ivan* Feurtado, Roberto Rey

Panama	Unión de Ingenieros Marinos	Small o, Vladimir A* Small, Brenda
Papua New Guinea	National Airline Employees' Association	Nul, Samson* Temu, Christine Madeline Aisa, Mary
Papua New Guinea	Papua New Guinea Maritime and Transport Workers Union	Mathew, Daniel
Peru	Sindicato de Tripulantes de Cabina de Lan Perú S.A	Orellana Morales, Ana María
Philippines	Associated Labor Union	Capoy, Archie Cardenio, Samuel Mendoza, Raymond Seno, Gerard*
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines	Abad, Maximo Jose Luigi Abadicio, Camille Dyan Cruz, Niza Geneva Da Silva, Nina Sue Domingo, Ricardo Kevin Gaviola, Ricky Gianchand, Irish Ibarra, Anna Liza Jiloca, MA. Elena Gysrell Labarda, Jasmin Oca, Conrado* Oca, Johnny Jr. Panganiban, Lorwell Alma Partido, Emmanuel
		Penales, Desiree Ragonjan, Alexander Rebustes, Felixberto Roque, Maricris Sale, Jesus Jr Santos, Eduardo Tionloc, Ramon Zamora, Henry Zurbito, Adiotor Caesar
Philippines	Associated Philippine Seafarers' Union	Mendoza, Michael* Pascua Jr, German N Ribo, Ricardo Jr Villanueva, Melchor Zabate, Ophelia
Philippines	Bagong Kapisanan ng mga Manggagawa sa Philippine National Railways	Alonzo, Jimmy Bilayon, Edgar John P*
Philippines	National Confederation of Transport Workers' Union	Aguilar, Jose P
Philippines	Philippine Airline Employees' Association	Rivera, Gerardo
Philippines	PISTON Land Transport Coalition	Ranjo, Juanito Jr. San Mateo, George*
Philippines	Port Workers' Union of the Philippines	Buranday, Joseph Nathaniel Oca, Jr., Jose Eduardo* Oca, Ronald James B
Poland	National Maritime Section NSZZ 'Solidarnosc'	Koscik, Andrzej* <i>Mazurkiewicz, Adam</i> Tylski, Adam

Poland	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów I Marynarzy)	Butler, Kamil Piatkowski, Henryk*
Portugal	Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra	Delgado, Alexandre
Portugal	Sindicato dos Engenheiros da Marinha Mercante	Gomes Pires, João de Deus
Romania	Federatia Nationala a Sindicatelor Portuare	Burlacu, Mircea* Lita, Sorin
Romania	Federation Of Transport, Transloc And Public Services ATU Romania	Artimon, Marian Belovan, Tiberiu Crisu, Florian Dumitrica, Constantin Ghita, Nichifor Minea, Elena-Claudia Picu, Marin Radoi, Ion* Sapera, Dumitru Visulescu, Razvan
Romania	Romanian Seafarers' Free Union	Dan, Gabriela Mihalcioiu, Adrian Plesa, Corina Gabriela Sterian, Maria Stici, Costica Stoica, Aurel*
Russia	Dockers' Union of Russia	Kozarenko, Vasilij Vasilevich
Russia	Seafarers' Union of Russia	<i>Ananina, Olga</i> Belyakov, Alexey Berezinskii, Valerii Boev, Artem <i>Fishov, Sergey</i> Ivanov, Vadim Kovalchuk, Igor Krasnoshtan, Alexander Miroshnichenko, Vitaly Orlova, Natalie Osichanskiy, Petr Popov, Nikolay Sukhanov, Nikolay Sukhorukov, Yuri*
Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia	Babintsev, Andrei Burova, Nataliya Dankovtsev, Nikolai Elanskii, Vladislav Garashchenko, Anatolii Golubev, Aleksandr Iakhien, Oksana Iurchenko, Olga Kireeva, Elena

		Kulinich, Evgeniya Medzhidov, Vadim Mololkin, Dmitrii Nikiforov, Nikolay* Pavlenko, Kristina Premilov, Albert Pruzhina, Mikhail Shashkov, Nikolay Shtronda, Sergey Starodubtsev, Alexander Startsev, Aleksandr Vakulenko, Olga
Senegal	Fédération des Transports de l'UDTS	Diallo, Mariama* Kane, Yoro
Senegal	Syndicat Démocratique des Techniciens du Sénégal-Secteur d'Activité Professionnelle/ Aviation Civile	Barry, Aida
Senegal	Syndicat National des Travailleurs de la Marine Marchande	Diagne, Mouhamed
Senegal	Union des Routiers du Sénégal	Khouma, Gora
Singapore	National Transport Workers' Union	Bin Juraini, Rosmani Chin Poh, Fang* Huat Nelson, Sim Kian Jamunaa Mohamed Rafi, Abdul Lathiff Raj George, Anthony Yew, Ang Eng
Singapore	Port Officers' Union	Bin Zulkepliee, Muhammad Zulhadis Bo Win, Thanda Chee Kin, Gerald Lee Cheng Wen, Donald Lim Chia, Ding Shan Choon Chai, Lim Chun Wai, Benjamin Tang Habib Mohamed, Ashraf Ali Jay Sen, Jaysen Tang Kian Lee, Sia Kian Yew, Michael Lam Kim Chye, Ang Kim Sen, Boo Kim Siah, Benson Low Lee Xiang, Tabitha Gwee Puay Ling, Heng Roselan, Roselan Bin Sudin* Shoo Ging, Lou Sok Lian, Cheong Tiew Khin, Jason Baey Weiquan, Andrew Chua Wong, Josephine Yoke Lan, Gillian Gan Yong Liang, Oh Yong Meng, Lim Zheng Kong, Elsen Yeow

<p>Singapore</p>	<p>Singapore Maritime Officers' Union</p>	<p>Ahamad, Ismail Bin Abdullah, Hussein Bin Au, Tony Balachandran, Shobana Binte Mansor, Siti Khaliesah Chen, Angie Cheong, Alvin Chua, Xin Yi Foo, Robin Geh Ting, Tan Gwee, Guo Duan Han, Joyceline Huat, Yong Soon Jaffar, Rahim Kay, Alex Khin, El El Koh, Wee Hong Lee, Angel Lee, Arina Lee, Joyce Lee, Roy Lee, Sang Chiat Liew, Mary* Liew, Michael Lim, Evelyn Lim, Tau Kok</p>
		<p>Lin, Kelvin Loh, Claresta Ming Yong, Choo Mohamed Rais, Nordin B Nimal Kannangara, Don Philip Sasidharan, Pachan Pillai Sim, Lin Woon Edwin Tan, Sherry Tan, Tammy Tan, Terence Tan, Wendy Tay, Thomas Tat, Tan Hung Teng Toon, Lim Thiam Kwee, Lim Yap, Timothy Yong, Dominic</p>
<p>Singapore</p>	<p>Singapore Organisation of Seamen</p>	<p>Abu Bakar, Mohamad Bin Chen, Chuanyi David Shoo, Weng Leong Guo, He-Jun Eugene Hor Pheng David, Sim Huat, Kam Soon* Jee Hwee Shena, Foo Koh, Cindy Lai, Shirley Li Yingying, Sharon Neo, Peiqi Peggie Ozaki, Michael Phua, Sunny Tan Keng Hui, Daniel Yeo, Evelyn</p>

Singapore	Singapore Port Workers' Union	Abd Rahim, Mohd Taufek Abdul Aziz, Azhar Badar Bajarai, Suhaimi Chee Kiang, Lim Cheow Huat, Phua* Chow Wah, Low Chuan Seng, Tan Chun Meng, Henry Tan Duraismy, Arasu G, Ramatas Hasan, Amir Hamzah HoeTiong, Ng Hong Cheng, Jessie Yeo Jurami, Mahfud Kay Huat, Joseph Wang Keng Khien, Chan Kheng Hua, Alfred Tan Manik, Maliktimboel Meow Tse, Goh Peri, Ibrahim Sinniah, Thangamani T, Ganeshwaran Teng Hong, Tan Woon Kung, Khoo
South Africa	Food & Allied Workers Union	Masemola, Katishi
South Africa	South African Transport & Allied Workers' Union	Abner Ramakgolo, Tabudi* Mazibuko, Jack
Spain	ELA-Zerbitzuak	Arrachedi, Mohamed* Elkoro, Mari Cruz
Spain	Federación de Servicios a la Ciudadanía de CCOO	Aguado, Fatima* Alcocer, Libertad Camino Amilibia, Amaya Carmona, Enrique <i>Galan, Gonzalo</i> Herrera, Jon Nicolas Molina, Manual Maria Perez, Jose Sanchez Rollon, Manuel Trujillo, Juan Manuel
Spain	Federación Estatal de Servicios, Movilidad y Consumo de la Unión General de Trabajadores	<i>Baz, Luz</i> Buenestado, Diego Donate, M^a Carmen* Fonseca, Laura Perez, Jose Manuel
Sri Lanka	Jathika Sevaka Sangamaya	Mallawaarachchi, Devika Rasadari Somarathne De Silva, Karunakalage*
Sri Lanka	National Union of Seafarers Sri Lanka	Atukorale, Manel Atukorale, Palitha* Perera, Ranjan
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya	Devendra, Leslie* Herathge Galkotuwa, Chulani Priyanka Wijayapathirathna, Janaka

Sri Lanka	The Ceylon Mercantile, Industrial & General Workers' Union	Jayakody, Maxwell Sylvester
St Lucia	National Workers Union	Wilson, Phelia
Swaziland	Swaziland Transport Communication & Allied Workers Union	Dludlu, Thandukwazi Nkambule, Sticks*
Sweden	Fackförbundet ST	Brunzell, Karin* Wallinder, Christer
Sweden	Seko service och kommunikationsfacket	Abrahamsson, Tomas Åkersten, Karin <i>Barning, Annica</i> Ekeklint, Mats Karlsson, Valle Melez, Eldina Nassar, Chaker Ödebrink, Annika Reinhold, Kenny Saverstam, Jens*
Sweden	Sjöbefälsföreningen (Maritime Officers' Association)	Huss, Mikael* Huss, Monica Lindgren, Annica Lindgren, Oscar
Sweden	Svenska Kommunalarbetareförbundet	Jonsson, Anders Bengtsson, Lisa* Gällhagen, Susanne König, Astrid Kvarnström, Johannes Yanez Villarreal, Eduardo
Sweden	Svenska Transportarbetareförbundet	Bengtsson, Christer <i>Bradd, Fredrik</i> Eriksson, Ludwig Falk, Magnus Hunt Viberg, Lena Jonsson, Tommy Larsson, Ann-Charlotte Larsson, Magnus Lökvist, Peter* Norgren, Per-Olof Östbjerg, Patrik Ryding, Anna Wreth, Tommy
Sweden	Unionen	Ahrén, Helena Iderström, Lise Johansson, Martin Kjellsson, Magnus*
Switzerland	Kapers Cabin Crew Union	Krupitza, Lukas Matthäus
Switzerland	Nautilus International (Switzerland)	Bramley, Nick Schatz, Holger* Tunde, Olu
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste	Brülisauer, Stefan
Switzerland	SEV - Gewerkschaft des Verkehrspersonal	Tuti, Caroline Tuti, Giorgio*

Taiwan, China	National Chinese Seamen's Union	Chang, Shiew-Ling Chen, Der-Ming Chen, Jane-Long* Chou, Tso-Chu Hwang, Hung-Chyi Li, Hua-Lung Lin, Yu-Jane Liu, Ying Te-Tsun, Chen Wang, Chuan-I
Taiwan, China	Taipei Travel Labour Union	Chin-Hui, Hsu Ma Chau, Hasan* Ying-Hao, Lee Yin-Yao, Li
Tanzania	Communication & Transport Workers' Union of Tanzania	Mambule, Emilius Mpanduji, Juliana*
Tanzania	Communication and Transport Workers' Union of Zanzibar	Salum, Mohammed Ally
Tanzania	Tanzania Seafarers' Union	Mohamedi Momboka, Kinemo Mwakibuja, Josiah*
Tanzania	Zanzibar Seafarers Union	Omar, Yahya
Thailand	State Enterprise Labour Union of Expressway Authority of Thailand	Janlamlart, Nongnuch
Thailand	State Enterprise Workers' Relations Confederation	Kaewpradap, Ussarin
Thailand	State Railway Workers' Union of Thailand	Rueanpetch, Pinyo* Sungkasuk, Banpot
Thailand	Thai Airways International Union	Manop, Somsak* Pitipornpitoon, Natsinee Rungvachira, Prasit
Thailand	Thai Seafarers' Association	Kaewsuwan, Nopadol* Krailassuwan, Somchart Wanfan, Pinyo
Thailand	The State Enterprise Electrified Train Workers' Union	Pomdontre, Chitpon
Thailand	Transport Company Ltd State Enterprise Employees' Union	Sukbandit, Prajuk
Thailand	Wingspan Workers' Union	Wivatthanasathapat, Ampai* Boonwas, Tawatchai
Togo	Fédération Syndicale des Travailleurs des Transports du Togo	Agbenou, Emmanuel (Komlan)* Awumey, Kodzo Amewuho
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo	Djibirilou, Karimatou
Togo	Syndicat des Travailleurs du Port Autonome de Lomé	Ama, Toyi* Anika, Akosiwa Manavi
Togo	Syndicat National des Transitaires Mandataires du Togo	Aziawor, Yawo
Trinidad	Seamen and Waterfront Workers' Trade Union	Annisette, Michael
Tunisia	Fédération Nationale des Chemins de Fer Tunisiens	Besrou, Saber Yaacoubi, Larbi*

Tunisia	Fédération Nationale des Transports	Ben Romdhane, Moncef* Mejri, Arwa Mlaouah, Kais Mzoughi, Nejmeddine Sayhi, Dorsaf
Turkey	Deniz Çalışanlari Dayanisma Dernegi	Çagirici, Ural
Turkey	Dock, Maritime, Shipyard and Warehouse Workers' Union of Turkey	Avci, Önder* Kaya, Enis Uyanik Foca, Zeynep
Turkey	Tüm Taşıma İşçileri Sendikası (All Transport Workers' Union of Turkey)	Kalyoncu, Berk Öztürk, Kenan* Yilmaz, Gurel
Turkey	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)	Ozpinar, Fatih Pekdemir, Hasan*
Tuvalu	Tuvalu Overseas Seafarer's Union	Iosefa, Tusaga
Uganda	Amalgamated Transport and General Workers' Union	Birungi, Shantith Mwanika, John Mark Nandera, Dorothy Owere, Usher Wilson Stephen, Abima*
Ukraine	Marine Transport Workers' Trade Union of Ukraine	Grygoriuk, Oleg Kalashnyk, Maiia Karavan, Elina Kirieiev, Mykhailo* Kovach, Yulia Liutyk, Viacheslav Losynska, Olga Rozhkov, Serhii Shkamerda, Antonina Shkamerda, Kateryna Shuturmyskyi, Oleksandr Ternavskyi, Valerii Vinogradova, Liudmyla <i>Yefrimenko, Nataliya</i>
Ukraine	Trade Union of Railwaymen and Transport Construction Workers of Ukraine	Bubniak, Vadym Ivanskyi, Sergii* Prokopenko, Anatolii
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy (Ukrainian Free Trade Union of Locomotive Engineers)	Chernykh, Svetlana Fedorenko, Olha Karikov, Semen Grigorevich* Karikova, Iryna
USA	Amalgamated Transit Union	Watt, Ed*
USA	Association of Flight Attendants (AFA) - Communications Workers of America	Morse, Heather Nelson, Sara Schembs, Stephen* Souk, Joshua
USA	Independent Pilots' Association	Pyles, Luke

USA	International Association of Machinists & Aerospace Workers	Carlson, James Corrado, Michael (Canada) Dacosta, Carlos (Canada) Gonzales, Sara Herrnstadt, Owen* Janssen, Dan (Canada) Klima, Timothy Pantoja, Richard Pantoja, Sito Pickthall, Stanley (Canada) Rother, Lawrence Tiberi, Joseph
USA	International Brotherhood of Teamsters	Bailey, Christine Beaty, Timothy* Bourne, David Caldwell, Brent Chang, Chee Farmer, Jeff Gold, Iain Finn, Katie Hoffa, James P Munroe, Galen Thompson, Todd
USA	International Longshore and Warehouse Union	Adams, William Furtado, Wesley Mast, Terri McEllrath, Robert*
USA	International Longshoremen's Association	Baker, John
USA	International Organisation of Masters, Mates & Pilots	Josberger, Donald Marcus, Donald J* Turner, Jeremiah Lars
USA	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America	Feng, Ted
USA	Marine Engineers' Beneficial Association	Bertram, Erin Ainley, Marshall* Dwyer, Matthew Selander, Ake
USA	National Air Traffic Controllers' Association	Gilbert, Patricia* Ortiz, Joel Rinaldi, Paul Weekley, Mike
USA	Seafarers' International Union	Aung, Shwe Connor, Corey Duncan, Daniel Esopa, Enrico Heindel, Dave* Shipley, Barbara
USA	Service Employees' International Union	Allen, Nicholas
USA	Transport Workers' Union of America	Mayes, Mike* Sutton, Andre

USA	Transportation Communications International Union	Boyd, Stanley Dinsdale, John Condo, Joseph Gunn, Mary Johnson, Richard Scardelletti, Robert A* Wrightson, Barbara
USA	UNITE HERE	Bitterman, Brooks Sukthankar, Ashwini* Tran, Natalie
Uruguay	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines	Fiamene, Diego
Uzbekistan	Aviation Workers' Trade Union of Uzbekistan	Mingaliev, Shawkat Zainabidinovich*
Venezuela	Federacion Bolivariana De Los Trabajadores Y Trabajadoras De Transporte Afines Y Conexos	Torrealba, Francisco Rosal, Jose*
Yemen	Employees and Workers Syndicate of Yemen Airways	Ahmed, Arwa Hadi*
Yemen	Labor Committee of Aden Container Terminal	AL Haidari, Hamdan AL Maari, Saeed* Anaam, Mazen
Zambia	National Union of Aviation and Allied Workers	Besa, Mukuka Chuubi, Melva* Phiri, Happy Mzenje
Zambia	National Union of Transport and Allied Workers	Haninga, Anderson* Zimba, Pyela
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union	Moyo, Kamurai

Invited guests and agreed observers

Country	Organisation	Guest/Observer
Australia	Hunterlink	Kelso, Gavin
	Toll Group	Willmott, Rick
Belgium	International Trade Union Confederation	Burrow, Sharan
	International Trade Union Confederation	King, Chidi
	International Trade Union Confederation	Swart, Gemma
Canada	International Federation of Air Line Pilots' Associations	Netskar, Jack
China	All-China Federation of Trade Unions	Haishan, Xu
	All-China Federation of Trade Unions	Hongwei, Cao
	All-China Federation of Trade Unions	Wenxin, Cong
	All-China Federation of Trade Unions	Wufang, Bi
	All-China Federation of Trade Unions	Xiaobo, Li
Cuba	Central de Trabajadores de Cuba	Umpierre, Fermin
Dakar	Syndicat d'Entreprise ASECNA	Compaore, Emmanuel Gustave
Finland	Trade Union Solidarity Centre of Finland (SASK)	Ronkainen, Janne
	Trade Union Solidarity Centre of Finland (SASK)	Vauhkonen, Juha
Germany	Friedrich Ebert Stiftung	Herberg, Mirko
	German Parliament	Schmidt, Uwe
Great Britain	ITF (former General Secretary)	Cockroft, David
	International Christian Maritime Association	Zuidema, Jason
	International Maritime Employers' Council	Ahmed, Belal
	International Maritime Employers' Council	Arndt, Steffen
	International Maritime Employers' Council	Belal, Ahmed
	International Maritime Employers' Council	Estaniel, Michael
	International Maritime Employers' Council	Gargiulo, Francesco
	International Maritime Employers' Council	Passey, Navin
	International Maritime Employers' Council	Tandon, Rajesh
	International Maritime Employers' Council	Triantafillou, Greg
	International Maritime Employers' Council	Spacey, Simon
	International Seafarers Welfare and Assistance Network	Harris, Roger
	Seafarers' Rights International	Fitzpatrick, Deirdre
Seafarers' Rights International	Staniland, Hilton	
India	Wallem Ship Management	Passey, Navin

Indonesia	The Alliance Airport Workers Indonesia	Lesmana Suha, Edi
	The Alliance Airport Workers Indonesia	Santo, Haryo
Japan	International Mariners' Management Association of Japan	Akamine, Koichi
	International Mariners' Management Association of Japan	Imada, Shunsuke
	International Mariners' Management Association of Japan	Inoue, Toshihito
Malaysia	Building and Woodworkers' International	Tolentino, Apolinar
New Zealand	New Zealand Educational Institute	Goulter, Paul
	NZ Council of Trade Unions	Windsor, Sue
Philippines	Foscon Shipmanagement, Inc	Heng, Sylvester
	Foscon Shipmanagement, Inc	Lee, Henry
	Positibong Marino Philippines, Inc.	Bero, Paul
	Positibong Marino Philippines, Inc.	Galvez, Jeus
	Positibong Marino Philippines, Inc.	Gamido, Jebesen
Qatar	Qatari Ministry of Administrative Development, Labour and Social Affairs	Al Obaidly, Mohammed Abdulwahed
Russia	International Trade Union Confederation of Railway Workers	Kosolapov, Gennady
Singapore	Air Transport Executive Staff Union	Chandran P, Ravi
	Air Transport Executive Staff Union	Loh, Daniel
	Alfa Ship Managers Pte Ltd	Du, Ray
	Amalgamated Union of Public Employees	Chun Fing, Yeo
	Apex Ship Management Pte Ltd	Maung, Theo
	Asp Crew Management Services Ltd	Walker, Robert
	Asp Crew Management Services Ltd	Chayka, Vitaliy
	Avp(Hr)	Lam, Gerald
	Celeste Holding Pte Ltd	Ohtsubo, Namio
	Columbia Shipmanagement (Singapore) Pte Ltd	Oggel, Ruben
	Epic Ship Management Pte Ltd	Singh, Niraj
	Evergas Ship Management Pte Ltd	Livonius, Eric Von
	Fleet Ship Management Pte Ltd	Chaudhry, Ajay K
	Grace Ocean Private Limited	Heng, Anthony
	Healthcare Services Employees' Union	Thanaletchimi, K
	International Trade Union Confederation - Asia Pacific	Yoshida, Shoya
	IRO	Choo, Stephanie
ISM Pte Ltd	Wang, Tony	

Komaya Shipping Company Pte Ltd	Hasebe, Fusamitsu
M.T.M. Ship Management Pte Ltd	Rangroo, Vijay
Maersk Tankers Singapore Pte Ltd	Agarwal, Amit
Maersk Tankers Singapore Pte Ltd	Mahesh, Saurabh
Maersk Tankers Singapore Pte Ltd	Shinde, Umesh
Maersk Tankers Singapore Pte Ltd	Tandan, Vasishtha
Maritime and Port Authority of Singapore	Tan, Andrew
Maritime and Port Authority of Singapore	Ganasen, Daknashamoorthy
Maritime and Port Authority of Singapore	Sangameswar, IG
Maritime and Port Authority of Singapore	Lim Yew Guan, Mark
Maritime and Port Authority of Singapore	Marini, Martin
Maritime and Port Authority of Singapore	Wong Kai Cheong
Metal Industries Workers' Union	Hock Poh, Toh
Metal Industries Workers' Union	Hong Cheng, Jessie Yeo
Ministry of Manpower	Meng Choo, Lim Tan
Ministry of Manpower	Poey Eng, Ng
Ministry of Manpower	Tze Jiat, Lim
Ministry of Manpower	Yen Her, Ong
Ministry of Transport	Phua, Calvin
MMS Company Ltd	Sood, Pankaj
MMSL Pte Ltd	Shet, Madhusudhan D
National Trades Union Congress	Ang, Jia Da
National Trades Union Congress	Ang, Madaleine
National Trades Union Congress	Choo, Sylvia
National Trades Union Congress	De Payva, John
National Trades Union Congress	Gilbert Tan, Chye Hee
National Trades Union Congress	Guat Kwang, Yeo
National Trades Union Congress	Hee, Lynette
National Trades Union Congress	Ho, Frederick
National Trades Union Congress	Hui Fong, Joanne Cham
National Trades Union Congress	Kae Lip, Goy
National Trades Union Congress	Kie, Ng Eng
National Trades Union Congress	Melvin Yong, Yik Chye
National Trades Union Congress	Ong, Chin Ang
National Trades Union Congress	Sapari, Zainal
National Trades Union Congress	Shi Wei, Liew
National Trades Union Congress	Peng Hoe, Steve Tan

	National Trades Union Congress	Tan Keum Meng, Michael
	National Trades Union Congress	Teck Guan, Patrick Tay
	National Trades Union Congress	Tee Li Fong, Florence
	National Trades Union Congress	Teo Pei Ching, Marilyn
	Norgas Carriers Pte Ltd	Rai, Saunak
	NYK Shipmanagement Pte Ltd	Nakaya, Masao
	PSA International	Lim, Caroline
	Rickmers Shipmanagement (Singapore) Pte Ltd	Mhatre, Ninad
	Shipbuilding and Marine Engineering Employees' Union	Chor Gek, Eileen Yeo
	SIA Engineering Company Engineers and Executives Union	Foo Chin Wei, David
	Singapore Airport Terminal Services Workers Union	Govinden, Sathasivam
	Singapore Industrial & Services Employees' Union	Soon Fatt, Philip Lee
	Singapore Insurance Employees' Union	Wing Wai, Luke Hee
	Singapore Maritime & Port Authority	Mun, Wei Jun
	Singapore National Employers Federation	Peow Yong, Douglas Foo
	Singapore National Employers Federation	Yap Chin Kok, Robert
	Singapore Shipping Association	Phoon, Michael
	Singapore Shipping Association	Poulsso, Esben
	Singh Marine Management Ltd	Singh, Binay
	Synergy Marine Pte Ltd	Banta, Rohit
	Thome Shipmanagement Pte Ltd	Divakaran, Rajesh
	UNI-APRO	Ng, Christopher
	V. Ships (Asia) Group P.L.	Hume, Calum S.
	VP(HR)	Lee, Steven
	Wallem Shipmanagement Singapore Pte Ltd	Khan, Fared
	Wallenius Marine Singapore Pte Ltd	Aun, Lim Swee
	Wallenius Marine Singapore Pte Ltd	Win, San
	World Toilet Organisation	Sim, Jack
South Africa	Friedrich Ebert Stiftung (FES) Sub Sahara Africa	Schulz, Bastian
Spain	Raina Global	Raina, Jyrki
Sweden	Nordic Transport Workers' Federation	Hietala, Anu
	Nordic Transport Workers' Federation	Norfall, Christer

	Union to Union	Ende, Marie
	World Maritime University	Doumbia-Henry, Cleopatra
	World Maritime University	Schröder-Hinrichs, Jens-Uwe
Switzerland	ILO (Global Commission on Future of Work)	Jennings, Philip
	ILO (International Labour Standards)	Vargha, Corinne
	IndustriALL Global Union	Adviento, Annie
	International Road Transport Union	de Pretto, Umberto
	UNI Global Union	Ever Cortina, Rubén
	UNI Global Union	Ocampo, Lorena
Thailand	Fishers Rights Network	Htoo, Saw Baw
	ILO (Ship to Shore Project)	Judd, Jason
Ukraine	Singh Marine Management Ltd	Dr Binay Singh
USA	California State University	Alimahomed-Wilson, Jake
	Centre for Asia Pacific Aviation	DeMarco, Maryanne
	Change to Win	Chu, David

Secretariat team

Region	Position	Staff member
Africa	Deputy Regional Secretary	Karume, Anna
	ITF DHL Organiser	Kisingu, Stephenson
	Finance and Administration Assistant	Masawa, Moses
	Communications Assistant	Munobwa, Allan
	ITF SASK Project Coordinator	Ouedraogo, Assita
	ITF Francophone representative	Sow, Bayla
Arab World	Deputy Regional Secretary/Youth Global Coordinator	Khundakji, Baker
	Regional Secretary	Malkawi, Bilal
	Palestine Project Manager	Samaroo, Majd
	PA to the Regional Secretary	Sharawi, Farah
	Office Manager	Shishane, Sara
	Regional Education Coordinator	Youssif Safan, Samar
Asia Pacific	Lead Organiser - DHL, Delhi Office	Ashdir, Artika
	Lead Organiser, Sydney Office	Bandara, Jagath
	Fisheries Project Lead, Thailand	Hartough, Jon
	OPT Bangkok Project Coordinator, Thailand	Tungworachet, Su-Angcana
	Finance and Administration Assistant, Delhi Office	Iyer, Geetha

	Head of Hong Kong ITF (FOC) Campaign Office	Kam-Yuen, Ting
	Regional Education and Women Coordinator, Delhi Office	Kapahi, Nishi
	Regional Secretary, Singapore Office	Lamug, Butch
	Office Manager, Singapore	Low, Jullienne
	Digital Campaigning Lead, Sydney Office	Menzies, Luke
	Translator (Japanese NCC)	Oda, Hiroko
	Project Specialist – Women, Mumbai	Prakash, Neha
	Liaison – China relations, Hong Kong Office	Sun, Frank
	Office Assistant, Tokyo Office	Taguchi, Akito
	Head of ITF Tokyo Office	Taki, Katsuji
	Assistant Regional Secretary, Delhi Office	Tripathy, Sangam
Europe (ETF)	Political Secretary for Maritime Transport	Alfonso, Philippe
	Political Secretary for Civil Aviation and Tourism	Ballestero, Francois
	Senior Policy Officer for Inland Waterways and European Works' Councils	Chaffart, Myriam
	General Secretary	Chagas, Eduardo
	Campaign Coordinator	Goedertier, Wouter
	Political Assistant for Road Transport and Gender Equality	Heinisch, Inga Lena
	Senior Operations Manager	Maurer, Josef
	Political Secretary for Dockers and Fisheries	Spera, Livia
	Political Secretary for Road Transport and Gender equality	Tilling, Cristina
	Deputy General Secretary/Political Secretary for Rail and Urban Public Transport	Trier, Sabine
	Policy Officer	Walczak, Natalia
	Communications Officer	Watkins, Bryn
Headquarters	Head of Systems	Aboe, Samantha
	Agreements Unit Section Assistant	Adjagba, Matilda
	Global Administrator, Civil Aviation, Inland Transport, Tourism Services, Union Building, Campaigns	Aitken, Charlotte
	Senior Section Assistant, Inland Transport	Akdogan, Deniz
	Head of Strategic Research	Anderson, Jeremy
	Section Assistant, Strategy Implementation	Ball, Laurence
	Assistant Secretary, Seafarers	Barcellona, Fabrizio
	Campaigns Assistant	Bartholomeusz, James

Union Building Liaison	Bergvall, Patrik
ITF Accredited Representative to the IMO	Berlan, Branko
Global Administrator, Office of the General Secretary	Birch, Adrian
Director of Global Campaigns	Blackshaw, Liz
ITF Seafarers' Trust	Bollan, Mary
Communications Director	Brannmark, Petra
Translation Project Specialist	Brechtelsbauer, Kerstin
Systems and IT support	Brogden, Sally
Global Administrator, Office of the General Secretary	Calton, Louise
Head of Maritime Operations	Canias, John
Translation Project Specialist	Cervero Martín, Ester
Strategic Researcher	Chatterjee, Rhea
Global HIV/Aids and Wellbeing Programme Coordinator	Chowdhury, Asif
Women Transport Workers and Gender Equality Assistant	Clarke, Claire
Head of Inland Transport	Coard, Noel
Assistant Secretary, Civil Aviation and Tourism Services	Coates, Eoin
Director of Human Resources	Cocco, Peter
ITF Seafarers' Trust	Cooper, Lucy
Membership Manager	Coote, John
General Secretary	Cotton, Stephen
Inspectorate and Seafarers Support	Craciun, Lucian
Inspectorate and Seafarers Support	Daniel, Jamie
Education Officer/ Priority Programme Lead OPT	Dave, Alana
Global Administrator, Maritime	Dompreh, Lisa
PA to the General Secretary/Global Admin Coordinator	Dunmall, Jo
Women Transport Workers and Gender Equality Officer	Evans, Jodi
Systems and IT support	Finney, Helen
Head of ITF Seafarers' Trust	Higginbottom, Katie
IT Service Desk Engineer	Hird, Kate
Consultant, Palestine Project	Howard, Stuart
Education Assistant	Howes, Ali
Assistant General Secretary	Johnston, Robert

Senior Section Assistant, Seafarers, Fisheries and Inland Navigation	Karavatchev, Rossen
Campaigns Communicator	Khan-Gordon, Andy
Agreements Unit Section Assistant	Koukou, Evi
Campaigns Communicator	Kufel, Ema
Translation Project Specialist	Lacheze, Pauline
Head of Global Admin, Travel and Events	Le Fleming, Helen
Finance Director	Leadbetter, Adam
Consultant, Union Building	Luck, Jenny
Assistant Secretary, Inland Transport	Malinovska, Janina
Union Building Director	Marowsky, Ingo
Global Administrator, Office of the General Secretary	Martin, Joanne
Global Admin Supervisor, Maritime	McNeil, Lynsey
Campaigns and Communications Assistant	Milusheva, Alina
Agreements Union Section Assistant	Minott, Nadene
Section Secretary, Civil Aviation and Tourism Services	Mocho Rodriguez, Gabriel
Management and Systems Accountant	Murray, Tyrone
Global Administrator, Travel and Events	Nasskau, Alicia
Youth Programme Assistant	Navas, Ainara
Strategic Researcher	Payer, Seth
Section Assistant, Strategy Implementation	Pecquex, Courtney
Head of Languages	Peters, Anna
IT Service Desk Analyst	Richardson, Neil
Head of Global Admin, Civil Aviation, Inland Transport, Tourism Services, Union Building, Campaigns	Rogers, Sue
Inspectorate and Seafarers Support	Romanyuk, Oleg
Global Administrator, Maritime	Rundle, Susie
Global Admin Supervisor, Civil Aviation, Inland Transport, Tourism Services, Union Building, Campaigns	Ryan, Toni
Global Admin Supervisor, Office of the General Secretary	Santana, Heder
Section Assistant, Strategy Implementation	Sayer, Sean
Financial Controller	Simpson, Jason
Maritime Coordinator	Smith, Jacqueline
Global Administrator, Civil Aviation, Inland Transport, Tourism Services, Union Building, Campaigns	Spriggs, Helen

	Legal Director	Subasinghe, Ruwan
	Youth Programme Assistant	Theobald, Gareth
	ITF Seafarers' Trust	Tommasi, Luca
	Senior Section Assistant, Dockers	Tortolano, Enrico
	Section Assistant, Strategy Implementation	Tomson, Evelin
	Inspectorate Coordinator	Trowsdale, Steve
	Global Administrator, Travel and Events	Trussler, Andy
	Automation Coordinator	Urata, Mac
	Lead Organiser, Inland Transport	Usher, Lauren
	Priority Programme Leader, Airports Organising	van der Maas, Erin
	Head of Global Admin, Office of the General Secretary	Verberne, Suzanne
	Campaigns Communicator	Vivier, Sarah
	Senior Legal Assistant	Warring, Jonny
	Section Secretary, Seafarers, Fisheries and Inland Navigation	Whitlow, Jon
	Senior Section Assistant, Seafarers, Fisheries and Inland Navigation	Yandell, Steve
	Global Administrator, Office of the General Secretary	Zivkovic, Sandra
	Internal Auditor	Lindgren, Lars
Latin America and Caribbean	Regional Education Coordinator	Addisi, Emiliano
	PA to Regional Secretary	Anselmo, Clarice
	Research and Information Services	Bahena, Alfonso
	Deputy Regional Secretary	Diaz, Edgar
	Regional Secretary	Fritz, Antonio
	Communications Support	Serrano, Diego
North America	Office Manager	Sicoli, Catina

Interpreter team

Language	Organisation	Interpreter
Arabic	Freelance	Alqaddoumi, Iyad
	Freelance	Jabaly, Samira
	Freelance	Kohov, Naser
	Freelance	Najjar, Abdellatif
	Freelance	Shorman, Khaled
	Freelance	Tell, Miranda

English	Int'l Association of Conference Interpreters	Allain, Jean-Pierre
	Int'l Association of Conference Interpreters	Grut, Barbara
	Int'l Association of Conference Interpreters	Mork, Hannah
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland)	Hupli, Anne
	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland)	Sjelogren, Tiina
French	Int'l Association of Conference Interpreters	Bertin-Faull, Odile
	Int'l Association of Conference Interpreters	Collier, Jenny
	Int'l Association of Conference Interpreters	Comte, Françoise
	Int'l Association of Conference Interpreters	Gray de Dax, Anne-Marie
	Int'l Association of Conference Interpreters	Levi-Roos, Sylvie
	Int'l Association of Conference Interpreters	Lopez-Savoure, Patricia
German	Int'l Association of Conference Interpreters	Bethausseur-Conte, Barbara
	Int'l Association of Conference Interpreters	Brasse, Monika
	Int'l Association of Conference Interpreters	Meier, Helene
Japanese	ITF	Fukuda, Takako
	Int'l Association of Conference Interpreters	Graumann-Fujii, Keiko
	All-Japan Seamen's Union	Kakuchi, Shigeru
	All-Japan Seamen's Union	Kawamura, Shiho
	All-Japan Seamen's Union	Matsuura, Yoshiko
	All-Japan Seamen's Union	Kawamura, Shiho
	All-Japan Seamen's Union	Mizukoshi, Mariko
	All-Japan Seamen's Union	Morita, Hideko
	Int'l Association of Conference Interpreters	Niki, Atsuko
	Int'l Association of Conference Interpreters	Yoshida-Ingham, Kazuko
Korean	Freelance	Bae, Jungwon
	Freelance	Jeong, Eunji
	Freelance	Kang, Seunghee
	Freelance	Kim, Eun Young
	Freelance	Lee, Lami
	Freelance	Paek, Jooyeun
Portuguese	Int'l Association of Conference Interpreters	Chobanian, Debora
	Int'l Association of Conference Interpreters	Tate, Patricia

Russian	Int'l Association of Conference Interpreters	Blake, Maria
	Int'l Association of Conference Interpreters	Ladyzhenskaya, Galina
	Int'l Association of Conference Interpreters	Terechenkova, Irina
	Int'l Association of Conference Interpreters	Wright, Marina
Spanish	Int'l Association of Conference Interpreters	Dazin, Roxana
	Int'l Association of Conference Interpreters	Ivens, Maureen
	Int'l Association of Conference Interpreters	Justo-Mirelman, Monica
	Int'l Association of Conference Interpreters	Llanderas, Nuria
	Int'l Association of Conference Interpreters	Luna, Valeria
	Int'l Association of Conference Interpreters	Stevens, Michele
Swedish	Int'l Association of Conference Interpreters	Lamming, Anne
	Int'l Association of Conference Interpreters	Tizard, Yvonne
Thai	Freelance	Suksai, Yasasipa
	Freelance	Suntarak, Parichat

Singapore youth volunteers

Agarwal, Anika
 Aiman, Khairul
 Ali, Muhammad
 Aliah Atiqah, Nur
 Amira Ramlan, Nur
 Anaqi, Harith
 Asharie, Aireen
 Azman, Atsirah
 Bte Ahmad Sinwan, Nursulfa
 Bte Mohamed Rahim, Kurniaputri
 Bte Mohammed Indra, Nurzalyna
 Chen, Natalie
 Dani, Naufal
 Danish, Muhammad
 Ezekiel Zaidanie, Muhammad
 Fahmi, Muhammad
 Haritz, Muhammad
 Hasrin, Muhammad
 Indra, Nur
 Iskandar, Emilie
 Lim, Cheryn
 Loo, Janice
 Loo, Priscilla
 Lu, Calista
 Nenwari, Nurul'Ain
 Razip, Sakinah
 Sabrina, Nur
 Si Hsien, Lew
 Sorfina Khair, Putri
 Syafiq, Muhammad
 Tay, Angelina
 Xiaowen, Chen
 Afini Bte Abdul Kadir, Nur

Ainul Nellisa, Siti
 Bathmanathan, Suresh
 Bin Abdul Hamid, Hidir
 Bin Yusri, Emir
 Binte Abdul Rahman, Azie
 Binte Abdul Rahman, Nadia
 Boon Swan, Tan
 Cheng Hong, Yap
 Chin Woon, Teo
 Chua Rong Jie, Jay
 Deng Hao, Leo
 Fadhil, Muhammad
 Faith Ong Fei Yi, Isabella
 Fauzi, Mohamad
 Gho, Alicia
 He Feng, Wong
 Ho Qi Rui, Audric
 Hoe Wee Kiat, Sebastian
 Htet Htet Khit, Phyo
 Huthami, Alsyifa
 Jia Yin, Tan
 Jiahong, Dai
 Jie Xiang Charles, Yao
 Jin Quan Eric, Yap
 Jun Wei, Lau
 Kah Seng, Lai
 Kai Yung Kacie, Yap
 Khairul Anuar, Muhammad
 Kishen Joseph, Gerald
 Kong Jing Kai, Jack
 Kor Kai Ling, Kalyn
 Lauwrel, Lavando
 Leyao, Liu

Lim Jia Mei, Anna
 Lim, Sabrina
 Maine Tay Li Ming, Wesley
 Mardhiyyah, Ainul
 Natasya, Nur'ain
 Ngui, Clarisse
 Ong Kai Xin, Ariel
 Phyo Kyaw, Wai
 Qi Xue, Eugene, Tay
 Qian Hui Zerlina, Kok
 Raisarra Bte Md Azlan, Puteri
 Run Xin, Tan
 Sen Ning, Chan
 Shahuddin, Muhammad
 Shao You, Li
 Shu Wei Leon, Chua
 Sim Jet Janis, Ngoh
 Tan Jie Er, Jess
 Tan Poh Hua, Sharlene
 Tan Yan Zuo, George
 Ting Qi Charis, Lim
 Wan Yu, Liow
 Wei Hao, Chua
 Wenjie, Tian
 Wong Jie Yin, Kelly
 Xin Ee Joanne, Toh
 Xu, Chenchen
 Yu Lu, Zhang
 Yun Cui Candice, Lee
 Yuwen, Liao
 Zhi Ren, Woo
 Zulcarlnaen, Muhammad



i → F
CONGRESS 2018
14-20 OCT SINGAPORE