

MOVING THE WORLD FORWARD.

**ITF 46th CONGRESS 2024
MARRAKECH**

CONGRESS PROCEEDINGS



**INTERNATIONAL
TRANSPORT
WORKERS'
FEDERATION**

Foreword

The ITF's 46th Congress, our first Congress in the Arab World, was a historic moment, when over 1,600 participants from 475 unions of 131 countries came together in Marrakech - a testament to our global strength and solidarity, which will be so important to address the many challenges transport workers are facing in their workplaces and in the wider world.

Congress made some important decisions. Our Congress Vision was unanimously adopted, setting us an ambitious programme of work for the next five years. We agreed to focus on six demands for change, designed to unify transport workers around the major issues impacting all transport sectors: securing rights, ensuring equality, improving safety and transport workers' health, reshaping the future of work, making supply chain actors accountable and transport sustainable.

With thanks to the Resolutions Committee, Congress adopted a total of 48 motions and 6 emergency motions, which will set the direction of the work in sections, regions and departments under the six demands.

As re-elected ITF General Secretary, I look forward to this mandate, which builds on the momentum we have created together over the last inter-Congress period.

With Paddy Crumlin being elected as ITF President until the end of 2026, on the understanding that Frank Moreels takes over the presidency in January 2027, we have a balance of continuity and change, with a commitment to progress your vision.

I am excited about the new Executive Board, which has expanded its global representation and includes more women in regional positions than ever. And with the adoption of the new Constitution, it also includes a new Youth Vice President position to strengthen the representation of our next generation of leaders.

I thank all Congress participants for shaping 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 your continuing dedication.

Finally, I must congratulate our hosts in Morocco and all volunteers for their incredible work, hospitality and generosity. You were crucial for making Congress a success.

We move the world forward!

Stephen Cotton
ITF General Secretary



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PLENARY SESSION PROCEEDINGS

PRESIDENTIAL ADDRESS

ITF President Paddy Crumlin welcomed all delegates, advisers and guests to the ITF's 46th Congress. He thanked the Arab World unions, the regional Vice President and the UMT for their invitation to Marrakech and for hosting the first ITF Congress in the Arab World.

With over 130 years of history, the ITF had been on the frontline of defending and advancing the rights of transport workers, who keep the world moving forward past every crisis, challenge and injustice. He praised the role of trade unionism as a collective power in the struggle for freedom, including fighting colonialism in Morocco to gain independence in 1956.

The President described Congress as a pivotal moment to strengthen the ITF's unity through its diversity. The ITF needed to empower voices from all parts of the world and from all sectors, and particularly from our youth and women, to lead and shape our movement at every level.

Together, as a movement of courage, empathy and compassion, the ITF would move forward toward peace, justice and equality, and dignity for all.

ADDRESSES BY DISTINGUISHED GUESTS

Luc Triangle, General Secretary of the International Trade Union Confederation (ITUC), underscored the enduring strength and unity of the global trade union movement and congratulated the ITF for its significant work since the 2018 Congress as a source of inspiration. He acknowledged the General Secretary's leadership as pivotal to the ITF's progress and commended the collective efforts of confronting far-right extremism and authoritarianism in the Congress vision. The right to strike constituted a fundamental element in the protection of workers' rights and was of critical importance, particularly in the current global landscape. Referring to the ITUC Global Rights Index, Triangle commented on the alarming decline in workers' rights and freedoms, attributing it to the erosion of the rule of law and violations of international labour standards.

Gilbert F. Hougbo, Director General of the International Labour Organization (ILO), addressed Congress in a video message, in which he highlighted the importance of the continued collaboration of the ITF and the ILO. The structural transformation of the world of work and geopolitical tensions, conflicts and crises that were increasing inequalities required a renewal of the global social contract. Hougbo recognised

transport workers as the backbone of the global economy and commended the ITF for growing its membership across all regions. The ITF Congress was an opportunity to discuss and shape the future of the transport industry based on the strengthening of international labour standards, social justice and decent work along supply chains.

Arsenio Dominguez, the first ever **Secretary General of the International Maritime Organization (IMO)** to attend an ITF Congress, highlighted the similarities between the IMO's priorities and the six demands for transport workers identified in the Congress vision. In particular, he addressed the themes of seafarer abandonment and criminalisation, attacks on and kidnapping of seafarers in the Red Sea, technological change and decarbonisation of shipping, and the recruitment, retention and upskilling of seafarers. He acknowledged the close cooperation between the ITF and IMO and committed to continuing to strengthen this relationship in the future.

ADOPTION OF THE AGENDA

The agenda was **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:

Tellers and ballot scrutineers	
Africa	Adedamola Salami, NURTW, Nigeria
Arab World	Abdelghafour Boulahia, FNTT, Algeria
Asia Pacific	Joe Kaspar, NAEA, Papua New Guinea
Europe	Danny McGowan, NIUK, Great Britain
Latin America	Vladimir Small Ortiz, UIM, Panama
North America/Caribbean	Keturah Johnson, AFA-CWA, USA

ADOPTION OF STANDING ORDERS

The Standing Orders were **adopted** as presented.

ELECTION OF CREDENTIALS COMMITTEE AND RESOLUTIONS COMMITTEE

Credentials Committee

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

Credentials Committee	
Africa	Zazi Nsibanyoni-Mugambi, NUMSA, South Africa
Arab World	Allal Babalahcen, UMT, Morocco
Asia Pacific	Guo Duan Gwee, SMOU, Singapore (Chair) CA Rajasridhar, AIRF, India
Europe	Susana Pereira Ventura, ver.di, Germany Anu Hietala, NTF, Sweden Panagiotis Tsikalakis, PNO, Greece Simon Weller, ASLEF, Great Britain
Latin America	Daniel Camazon, UCOC, Panama
North America/Caribbean	Gary Peterson, TWU, USA Wendy Nicholas, ABWU, Antigua & Barbuda

Resolutions Committee

Congress **endorsed** the Executive Board recommendation that the 2018 Resolutions Committee handle all motions for the duration of the ITF's 46th Congress.

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

Resolutions Committee 2024-2029	
Africa	Anderson Haninga, NUTAW, Zambia
Arab World	Salman Al Saad, GLUMP, Bahrain
Asia Pacific	Max Abad, AMOSUP, Philippines PM Mohammed Haneef, CPSA, India Mich-Elle Myers, MUA, Australia
Europe	Dorotea Zec, SUC, Croatia (Chair) Karsten John Kristensen, 3F, Denmark Danny McGowan, NIUK, Great Britain Susana Pereira Ventura, ver.di, Germany <i>vacant</i>
Latin America	Julian Sosa, SLF, Argentina Paulo Estausia, CNTTL, Brazil
North America/Caribbean	Edison Fraser, IAM, USA Rob Ashton, ILWU, Canada
Executive Board (2 members)	<i>To be agreed at the Executive Board meeting in April 2025</i>

REPORT OF THE CREDENTIALS COMMITTEE

The **Chair of the Credentials Committee Gwee** (SMOU, Singapore) presented the report of the committee meeting on 13 October 2024. The credentials of only one organisation were not in order, which was registered to attend with observer status unless an affiliation fee payment was made during Congress.

There were 912 delegates and 717 advisers from 490 unions (15 of which were organisations represented by proxy) and 131 countries, with a voting strength of 6,711,130 representing approximately 93% of the 7.2 million members declared to the ITF.

There were 157 women delegates and 199 women advisers, with 99% of unions having complied with recommendations on women's representation in Congress delegations.

There were 97 young delegates and 68 young advisers, with 99% of unions having complied with recommendations on young workers' representation in Congress delegations.

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

REPORT OF THE RESOLUTIONS COMMITTEE

Resolutions Committee Co-Chair Zec (SUC, Croatia) provided an overview of all motions, amendments to motions and emergency motions submitted to Congress, including where these would be presented.

The reports of the Resolutions Committee meetings on 13 and 14 October were **adopted** as presented.

REPORT ON ACTIVITIES 2018-2024

Liew (SMOU, Singapore) presented the report on activities from 2018 to 2024 and introduced a video with reflections on the six years since the Singapore Congress. She acknowledged that the world had changed in ways no one could have imagined, but despite global challenges, the ITF remained committed to shaping the future of work and building power for transport workers. Notable progress since 2018 included engagement with governments and multinational corporations across transport supply chains, particularly in the maritime sector.

The **President** emphasised the significance of the work done since the Congress in Singapore and the progress made in measuring achievements and developing organising methodologies. He mentioned the achievements in workers' capital strategies that addressed environmental as well as social dimensions, including labour rights and

responsible contractor policies. He stressed the importance of identifying class positions and countering the rise of far-right movements especially among young people.

The **General Secretary** recalled the ambitious work programme developed in 2018 and acknowledged the impact of the COVID-19 pandemic on the transport industry and the ITF's workplan and targets. He highlighted that despite the challenges, the ITF had retained and grown its membership and demonstrated its strength and unity.

Congress **adopted** the report on activities 2018-2024 as presented.

OBITUARIES

A minute's silence was **observed** in remembrance of comrades who had sadly passed since the last Congress.

CONGRESS VISION 2024-2029 – TRANSPORT WORKERS MOVING THE WORLD FORWARD

The **General Secretary** outlined the ITF's Congress vision and strategy to transform the transport industry and create a safer, fairer and more sustainable economy and society for all.

Six demands, which build on the work across all sections, regions and departments since 2018, had been identified as central to bring about change:

- Rights for transport workers
- Equality for transport workers
- Safety and health for transport workers
- Shaping the future of work
- Accountability in global supply chains
- Making transport sustainable

The General Secretary further reminded of the strategy coming out of Singapore focused on growing and activating membership, campaigning and changing policy across transport sectors, which would form the basis of the delivery on these demands.

Alsharif (GFLTU, Libya) stated that the ITF's support was crucial for progress and emphasised the need to act regionally and globally to build on the current momentum. She called on all transport workers to push for change, stressing that they had the power to improve the conditions of all workers worldwide.

Shelke (RTMU, India) expressed support for the ITF demands on transport workers' rights, equality and shaping the future of work, and emphasised the need to address the significant issues in the privately run transport sectors.

Jim (NUMSA, South Africa) expressed gratitude for the ITF's comprehensive Congress vision, noting NUMSA's position as one of the newer affiliates of the ITF. Jim warned that the world was on the brink of catastrophic conflict with threats of nuclear war. Congress had to issue a call to stop all wars, including those in Ukraine, Congo, Sudan, Lebanon and Palestine, which disproportionately harmed the working class. Jim highlighted the importance of the ITF continuing to stand alongside unions in the global struggle against war.

Zamora (CODOTATUR, Dominican Republic) congratulated the ITF for strengthening solidarity among transport workers. He highlighted the importance of the ITF's support in uniting transport workers in sectors like tourism and stressed that strong collaboration from leadership to the grassroots across countries was necessary to maximise progress for the working class.

Congress **adopted** the "Congress vision 2024-2029: transport workers moving the world forward" as presented.

Setting out the 5-year work programme based on the Congress vision and its demands for change, six motions submitted by the ITF Executive Board were presented, followed by ordinary plenary motions linked to the relevant demands.

Motion A: Rights for transport workers

Moreels (BTB-ABVV, Belgium) introduced the demand for change on rights for transport workers and the related Executive Board Motion A. He advised that the ITF should continue to lead the fight and support all affiliates in their global campaigns, demanding that companies respect all workers and their fundamental rights including the right to strike.

Tekeuchi (NFDUJ/KENKOKU-KOWA, Japan) called for peace and commented that governments' use of ports for their wars was affecting many dockworkers and putting them at risk.

Gwee (SMOU, Singapore) highlighted the issues seafarers experienced during the COVID-19 pandemic and the crew change crisis, including seafarers being criminalised and their rights of shore leave being denied.

Kokko (AKA, Finland) spoke of the change in government in Finland and strikes that had taken place to oppose major labour market reforms and attacks on workers' rights.

Laporte (Teamsters, Canada) added that the right to strike had to be protected and secured for future generations.

Congress **adopted** Executive Board Motion A on rights for transport workers as presented.

The **President** introduced the following ordinary motions related to the global demand for rights for transport workers:

Motion 2: Social security – a human right of every transport worker

Mishra (AIRF, India) introduced Motion 2 and stressed the importance of extending social security rights to all workers.

Rivas (ANFDGAC, Chile) spoke in favour of the motion and emphasised the need for just and fair pensions.

Congress **adopted** Motion 2 as presented.

Motion 9: The right to peace and security of every human being and of peoples is a fundamental obligation of states and intergovernmental institutions

Gobe (CGT Cheminots, France) introduced Motion 9 and reminded of trade unions' central role in the struggle for peace.

Congress **adopted** Motion 9 as presented.

Motion 10: For our collective memory

Gordon (RMT, Great Britain) introduced Motion 10 and asked the ITF to act as a custodian of the history of transport workers and their industrial struggles so that lessons of the past could be applied in the present.

Lorenzo (FSC-CCOO, Spain) spoke in favour of the motion.

Congress **adopted** Motion 10 as presented.

Motion 11 (redrafted): Zero tolerance for the far right

Peeters (BTB-UBT, Belgium) introduced Motion 11, warned of the growth of the far right in many countries, including Finland, Argentina, Italy, Bulgaria, Sweden, and Austria, as well as in Belgium, and urged all unions to remain vigilant.

Burkert (EVG, Germany) spoke in favour of the motion, recalled the legacy of trade unionists fighting against fascism in the past, including within the ITF, and shared that the EVG had banned union membership for any members of far-right parties.

Congress **adopted** redrafted Motion 11 as presented.

Motion 21: 2026 and 2030 FIFA World Cup

Massiah (ABWU, Antigua & Barbuda) introduced Motion 21 and recalled that global sporting events had in the past often led to the exploitation of workers. The FIFA World Cup and other events were key opportunities to fight for the protection of transport workers and assert their influence on supply chains.

Donate (FeSMC-UGT, Spain) spoke in favour of the motion and the amendment to include the 2030 FIFA World Cup to be hosted by Morocco, Portugal and Spain. She demanded that the profitability of large events should not be placed before the safety and health of transport workers.

Congress **adopted** Motion 21 as presented, including Amendment 1.

Motion 35: Strengthening transport workers' unions across central and eastern Europe

Yordanova, E. (FTTUB, Bulgaria) introduced Motion 35 and welcomed the growth of union strength in the region, which needed to be continued.

Melvan (SUC, Croatia) spoke in favour of the motion and emphasised the important role of the ITF in strengthening the development of democratic unions in Eastern Europe since 1989.

Congress **adopted** Motion 35 as presented, including Amendment 1.

Yordanova, A. (FTTUB, Bulgaria) presented a statement to Congress in relation to alleged threats to the FTTUB by another Bulgarian union.

The **President** agreed that an ITF mission would be sent to Bulgaria to assess the situation.

Motion 43: Understand the causes and effects of armed conflict and jointly develop ITF positions focusing on workers and peace

Burkert (EVG, Germany) made an intervention in relation to Motion 43 on ITF positions about armed conflicts and wars, which EVG had withdrawn based on the agreement for the matter to be remitted to the Executive Board in April 2025.

Motion 44: The situation in Palestine and Israel

Resolutions Committee Co-Chair Dickinson (NIUK, Great Britain) explained the context around the drafting of Motion 44, a composite of 5 submitted motions related to the situation in Palestine and Israel.

The motion, which built on a motion originally submitted by the Young Transport Workers' Committee, was presented by **Young Transport Workers' Committee Co-Chair Calculli** (AAA, Argentina) and seconded by **Giri** (RMTU, New Zealand).

Behle (ver.di, Germany), **Arab World Vice President Berrama** (FNTT, Algeria), **Shapira** (Histadrut, Israel) and **Saed** (PGFTU, Palestine) spoke in favour of the motion.

Congress **adopted** Motion 44 as presented. Voting was done electronically with the following result: 95.55% in favour, 1.70% against, 2.75% abstained.

Emergency Motion 2: Crisis in Eastern Democratic Republic of Congo

Mputu (Solidarité, Democratic Republic of Congo) introduced Emergency Motion 2 and condemned the continued offensives of armed groups in the region.

Mabiala (FESYPTC, Congo) spoke in favour of the motion and highlighted the urgency of preventing violence against women and girls and the pillage of natural resources.

Congress **adopted** Emergency Motion 2 as presented.

Emergency Motion 3: Crisis in the Sahel countries

Lamizana (SUMAC, Burkina Faso) introduced Emergency Motion 3 and spoke about the impact of conflict on transport workers across the Sahel region, especially in road transport.

Thienta (SYTRAIL, Mali) spoke in favour of the motion.

Congress **adopted** Emergency Motion 3 as presented.

Emergency Motion 4: eSwatini

Lynch (RMT, Great Britain) introduced Emergency Motion 4 on behalf of the movers ATGWU, Uganda, and criticised that repression in eSwatini did not have the profile it deserved.

Nkambule (SWATCAWU, eSwatini) spoke in favour of the motion and condemned the threats and violence trade unionists were facing in eSwatini.

Sengo (SINPOCAF, Mozambique) spoke in favour of the motion.

Congress **adopted** Emergency Motion 4 as presented.

Emergency Motion 5: The future of aviation workers is at risk

Nervegna (UPSA, Argentina) introduced Emergency Motion 5 and condemned the criminalisation of trade unionists and the undermining the rights of workers in Argentina.

Tahir (Unity, Pakistan) spoke in favour of the motion and condemned the privatisation of aviation in Pakistan and the consequences for workers.

The **President** explained that the motion had already been adopted at the Civil Aviation Conference on 15 October 2024.

Congress **noted** Emergency Motion 5 as presented.

Emergency Motion 6: Yemen

Al-Maarion (LCACT, Yemen) introduced Emergency Motion 6 on behalf of EWSYA, Yemen, and spoke out about the impact of the war in Yemen on transport workers.

Congress **adopted** Emergency Motion 6 as presented.

Motion B: Equality for transport workers

Halouani (UMT, Morocco) introduced the demand for change on equality for transport workers and the related Executive Board Motion B. She highlighted the importance of countries adopting ILO Convention 190 to make a stand against violence and harassment in the workplace. Strong unions needed women and young workers to build power and shape the future.

Rodrigues (CONTTMAF, Brazil) outlined the importance of the Flag of Convenience (FOC) campaign in the fight for equality for all workers.

Mwongera (TAWU, Kenya) commented on the work required in the fight against platform companies who were unregulated and did not offer equality of pay, with poor working conditions particularly for women workers.

Mishra (SKGMS, India) advised of the importance of raising the voices of workers in India to strengthen global solidarity and assist in the fight to end inequality in the workplace.

Cissé (SYNTRARAIL, Cote D'Ivoire) spoke about the work of the women's committees in Africa. Through training and capacity building, women's groups were strengthening their fight for women's rights.

Congress **adopted** Executive Board Motion B on equality for transport workers as presented.

The **President** introduced the following ordinary motions related to the global demand for equality for transport workers:

Motion 1: Combatting discrimination against LGBT+ transport workers

Ameneiros (APA, Argentina) introduced Motion 1 and outlined key points including the establishment of an advisory group on LGBT+ issues.

Balder (Unionen, Sweden) commented that pressure should be applied to employers to promote LGBT+ inclusion in the world of transport for future benefits to the industry.

Dacke (ver.di, Germany) called for immediate change to improve the situation for LGBT+ persons and highlighted the benefits to the workplace and society.

Johnson (AFA-CWA, USA) provided a statement supported by cabin crew unions on the mutual respect and rights crew deserve as safety professionals.

Ashton (ILWU, Canada) offered their solidarity and support to all and highlighted the need to raise awareness through training programmes.

McGowan (NIUK, Great Britain) acknowledged the progress made since the last Congress in Singapore but urged that further work and development of programmes were required to win protection against discrimination.

Congress **adopted** Motion 1 as presented.

Motion 5 (redrafted): Empowering young transport workers in the ITF

Calculli (AAA, Argentina) introduced Motion 5 and highlighted the impact of COVID-19, the global economic crisis and technological change on young workers.

Sangare (SYNACCI, Côte d'Ivoire) spoke in favour of the motion and stated that young people, as the next generation, needed a seat at the table within union leadership.

The **President** explained that the motion had already been adopted at the Youth Conference on 18 October 2024.

Congress **noted** redrafted Motion 5 as presented.

Motion 19 (redrafted): Moving forward: ITF Women 25 years on

Bir (Unite, Great Britain) introduced Motion 19 and celebrated the successful campaigns of women transport workers while recognising the work still required.

Peña Quitian (SNTT, Colombia) spoke in favour of the motion and about the challenges of women transport workers in Colombia.

The **President** explained that the motion had already been adopted at the Women's Conference on 18 October 2024.

Congress **noted** redrafted Motion 19 as presented.

Motion 20: Disability equality in the transport sector worldwide

Weller (ASLEF, Great Britain) introduced Motion 20 and advised that not all disabilities were visible. Research into the experiences of disabled workers was vital to further understand workplace issues and related forms of inequality.

McCully (TSSA, Great Britain) highlighted the failures of UK rail companies and the case of Baroness Tanni Grey-Thompson, who had been forced to crawl off a train due to a lack of accessibility and assistance.

Congress **adopted** Motion 20 as presented.

Motion C: Safety and health for transport workers

Calculli (AAA, Argentina) introduced the demand for change on safety and health for transport workers and the related Executive Board Motion C. He highlighted the need to address the threats to the physical and mental health of workers across transport sectors.

Millane (SIPTU, Ireland) mentioned the high levels of racism, physical threats, and antisocial behaviour reported by union members and the union's campaigns to change conditions for workers.

Villarroel Rivas (ANFDGAC, Chile) asked for the protection of the health and safety of workers to be extended beyond retirement age due to the exposure of many transport workers to conditions that affect their long-term health.

Mishra (AIRF, India) spoke about the high rates of accidents and fatalities in the Indian railway industry.

Congress **adopted** Executive Board Motion C on safety and health for transport workers as presented.

The **President** introduced Motion 8 related to the global demand for safety and health for transport workers.

Motion 8: Get me home safely

Marothy (UNITE, Great Britain) introduced Motion 8 and described the impact of a lack of safe transport provision on marginalised groups of workers, including women, workers with disabilities, and LGBT+ workers.

Heywood (TSSA, Great Britain) asked for transport-specific police forces, as in the UK, to become the norm.

Cadogan (ASLEF, Great Britain) emphasised that the obligation for safety while commuting at unsocial hours must fall on employers.

Nyberg (Parat, Norway) asked that all ITF affiliates should be campaigning for safe transport for transport workers.

Naikwade (MSTKS, India) highlighted the large number of violent incidents experienced by women tram conductors in India.

The Congress **adopted** Motion 8 as presented.

Motion D: Shaping the future of work

Payne (UNIFOR, Canada) introduced the demand for change on shaping the future of work and the related Executive Board Motion D. She reminded of the historical impacts of technological changes, their relation to today's struggles and recent successes of ITF affiliates in connection with technological change in the workplace.

Razzak (KPT DWU, Pakistan) explained that dockers in Karachi had organised and prevented the government-planned automation of the port, protecting their collective bargaining rights.

Al Dokar (GTULTW, Egypt) stated that road upgrades in Egypt were bringing clear benefits to road transport workers and their safety.

Gordon (RMT, Great Britain) raised concerns that artificial intelligence cannot substitute human intelligence, which the RMT had addressed in their successful campaign to 'keep the guard on the train'.

Congress **adopted** Executive Board Motion D on shaping the future of work as presented.

The **President** introduced the following ordinary motions related to the global demand for shaping the future of work:

Motion 24: Recruiting and organising white collar workers

Lindau (Unionen, Sweden) introduced Motion 24 and stated that white collar workers were increasing as a percentage of the workforce in transport industries, and that ITF affiliates had a responsibility to organise them.

Eslamdoust (TSSA, Great Britain) spoke in favour of the motion and explained that new modes of organising were required to reach this group of workers, who were part of the future of the union movement.

The Congress **adopted** Motion 24 as presented.

Motion 40 (redrafted): High-level collective guarantees for platform workers

Rioux (FNST CGT, France) introduced Motion 40 and condemned that employers were using platform work to undermine workers' rights.

Gu (KPTU, Korea) spoke in favour of the motion and criticised that delivery rates were continually slashed, which increased the number of accidents. The lack of legal status as workers meant that riders were not entitled to the Korean minimum wage.

The Congress **adopted** redrafted Motion 40 as presented.

Motion E: Accountability in global supply chains

Heindel (SIU, USA) introduced the demand for change on accountability in global supply chains and the related Executive Board motion E. He emphasised the importance of the ITF Inspectorate, IBF negotiations, the global safe rates campaign and supply chain agreements.

Malorgio (FILTCGIL, Italy) spoke about the need for action across borders to match the scale of corporate multinational activity and referenced the example of organising Amazon workers in Italy.

Congress **adopted** Executive Board motion E as presented.

The **President** introduced the following ordinary motions related to the global demand for accountability in global supply chains:

Motion 31: Safe rates principles and building union power across transport supply chains

Kaine (TWU, Australia) introduced Motion 31, recaptured the development of the Safe Rates campaign since Congress in 2018, and highlighted the importance of applying the same principles across transport sectors.

Daesik (KPTU, Korea) spoke about the successes of safe rates in Korea and the impact on unionisation rates and worker safety, and he reaffirmed the fight to reinstate the system following its scrapping by the Government.

The Congress **adopted** Motion 31 as presented.

Motion 34: Solidarity across Maersk supply chains

Raman (NMGKS, India) introduced Motion 34, acknowledged that only global organising could match the power of a company of Maersk's size and commended the activities of the ITF Maersk Network.

The Congress **adopted** Motion 34 as presented.

Motion 18: Promoting human rights and labour standards in the global sustainable finance strategy

Mayo (MUA, Australia) introduced Motion 18 and reminded of the opportunity presented to unions with the introduction of corporate ESG policies.

Awwad (GUTW, Palestine) highlighted the importance of the motion to achieving global equality.

The Congress **adopted** Motion 18 as presented.

Motion F: Making transport sustainable

Gobe (CGT Cheminots, France) introduced the demand for change on making transport sustainable and the related Executive Board Motion F. He outlined the importance of urgent action through just transition to combat the global climate emergency and to build towards a sustainable zero carbon future.

Muller (CONTTMAF, Brazil) mentioned that in November 2025, the UN Climate Change Conference (UNFCCC COP 30) would convene in Brazil and suggested this could be an opportunity for the ITF to organise an event for workers and to strengthen dialogue with the Government.

Moreno (CPOFPCM, Argentina) highlighted the issues with supply chains due to water levels dropping in Argentina's major inland river ports and ships taking on less cargo, pushing up costs and transport times. Support and solidarity with the Global South were required.

Desai (TDWU, India) commented that more women should be in leadership roles.

Kwikenga (Syndicat ACTIONS, Democratic Republic of Congo) outlined the importance of the Women's Committee in an industry dominated by men in the DRC and that gender equality should include better engagement and representation of women in decision-making processes.

Gayle (BITU, Jamaica) advised that the unions should demand a just transition framework from employers that involved all stakeholders and acknowledged the importance of re-educating and reskilling workers to build a sustainable future.

Congress **adopted** Executive Board Motion F on making transport sustainable as presented.

ITF Mutual Respect Policy

Following an incident during the presentation of Motion 44, the **President** reminded Congress of the importance of the Mutual Respect Policy applying to all. He offered an apology to the delegates concerned and advised Congress that the matter would be dealt with through the appropriate mechanisms.

AMENDMENTS TO THE CONSTITUTION

Resolutions Committee Co-Chair Dickinson (NIUK, Great Britain) provided an overview of the review of the ITF Constitution. The Resolutions Committee, as part of its mandate to review governance processes, had been asked to undertake this review by the Executive Board to ensure that the Constitution would reflect the ITF's aspiration and role as a global union federation for transport workers and make it more agile during unpredictable events.

The motion to amend the ITF Constitution had been shared with affiliates on 13 August 2024.

Dickinson explained that two affiliate amendments to the motion had been received by the given deadline, and the Executive Board as the mover of the motion had agreed to:

- accept Amendment 1 from Unionen, Sweden, in regard to the emergency powers given to the Executive Board, and integrate it into the proposed new Constitution, and
- reject Amendment 2 submitted by CGT Cheminots and FGTE-CFDT, France, that requested a change to voting in section meetings.

It was noted that an emergency motion related to moving the vote on the Constitution to the opening plenary was rejected by the Resolutions Committee.

A membership vote was called to decide if Amendment 2 should be integrated in the new Constitution, with a majority of at least two thirds of the valid votes cast required to succeed.

Rapporteur Salami (NURTW, Nigeria) announced the results of the vote as follows:

- In favour: 1379 votes, 115 organisations (30%)
- Against: 3171 votes, 143 organisations (68%)
- Abstained: 104, 11 organisations (2%)

Therefore, Amendment 2 was not carried.

Affiliates were invited to cast a second membership vote on the motion to amend the Constitution, with the accepted Amendment 1 and without Amendment 2 as rejected by Congress. A majority of at least two thirds of the valid votes cast was required to succeed.

The following delegates spoke in favour of adopting the new Constitution, including Amendment 1:

- **Balder** (Unionen, Sweden)
- **Karikov** (VPMU, Ukraine)
- **De Mey** (ACV, Belgium)

Rapporteur McGowan (NIUK, Great Britain) announced the results of the vote as follows:

- In favour: 4425 votes, 227 organisations (97%)
- Against: 42 votes, 6 organisations (1%)
- Abstained: 57 votes, 4 organisations (2%)

Congress **adopted** the Motion: Amendments to the ITF Constitution, including Amendment 1.

ELECTIONS

Election of the General Secretary

The **President** reported that 261 nominations had been received from 78 countries across all regions, representing 67% of the declared membership. All nominations were for one candidate, Stephen Cotton. On that basis, the Board recommended Stephen Cotton as the sole nomination for General Secretary for formal election by Congress.

Heindel (SIU, USA) formally nominated Stephen Cotton on behalf of those ITF affiliates.

Congress **unanimously elected** Stephen Cotton as ITF General Secretary.

Election of Executive Board

On the recommendations of the regional electoral groups and following elections at conferences at Congress, the members of the ITF Executive Board were confirmed as follows:

Africa

- Vice President: Adewale Adeyanju, MWUN, Nigeria
- Irvin Jim, NUMSA, South Africa

- Joelle Mputu, SSTCC, DRC
- Mariama Diallo, URS, Senegal
- Najeem Usman Yasin, NURTW, Nigeria
- Stephen Abima, ATGWU, Uganda
- Women's seat: Marian Atuguba, MDU, Ghana

Arab World

- Vice President: Seddik Berrama, FNTT, Algeria
- Mahmoud Edbeis, GUPW, Jordan
- Wajih Zaidi, FNT, Tunisia
- Women's seat: Meryem Halouani, UMT, Morocco

Asia Pacific

- Vice President: Seong Yong Park, FKSU, Korea
- Kam Soon Huat, SOS, Singapore
- Conrad Oca, AMOSUP, Philippines
- Tung Tong Chung, MNOG, Hong Kong, China
- Ajay Kumar Rai, NETWON, Nepal
- Ravinda (Boa) Atukorale, NUSS, Sri Lanka
- Paddy Crumlin, MUA, Australia
- Annie Newman, E tū, New Zealand
- Shiva Gopal Mishra, AIRF, India
- Mahendra Tukaram Gharat, NMGKS, India
- Ikenoya, SHITETSU SOREN, Japan
- Mitsuharu Matsuura, JSU, Japan
- Women's seat: Mary Liew, SMOU, Singapore

Europe

- Vice President: Frank Moreels, BTB-ABVV, Belgium
- Antonio Oviedo Garcia, FeSMC-UGT, Spain
- Celine Ruffie, FGTE-CFDT, France
- Christine Behle, ver.di, Germany
- Eddie Dempsey, RMT, GB
- Edwin Atema, FNV, Netherlands
- Francesco Di Fiore, FIT-CISL, Italy
- Helena Svobodová, OSZ, Czechia
- Ismo Kokko, AKT, Finland
- Jan Villadsen, 3F, Denmark
- Joe O'Flynn, SIPTU, Ireland
- Jüri Lember, EMSA, Estonia
- Martin Burkert, EVG, Germany
- Neven Melvan, SPH-SUC, Croatia
- Oleg Grigoryuk, MTWTU, Ukraine
- Orazgali Akhmetbayev, KAZPROFTRANS, Kazakhstan

- Roman Hebenstreit, vida, Austria
- Sharon Graham, Unite, GB
- Tommy Wreeth, STF, Sweden
- Women's seat: Sara Tripodi, FILT CGIL, Italy

Latin America

- Vice President: Pablo Moyano, FNTCOTAC, Argentina
- Carlos Augusto Muller, CONTTMAF, Brazil
- Fernando Espino Arévalo, SNTSTC, Mexico
- Francisco Torrealba, FBTTT, Venezuela
- Horacio Calculli, AAA, Argentina
- Paulo João Estausia, CNTTL, Brazil
- Women's seat: Janaina Nascimento Freire Fernandes, FNTF, Brazil

North America & Caribbean

- Vice President: John Baker, ILA, USA
- François Laporte, Teamsters, Canada
- John Samuelsen, TWU, USA
- Kavan Gayle, BITU, Jamaica
- Lana Payne, Unifor, Canada
- Richard Johnsen, IAM, USA
- Women's seat: Wendy Morse, ALPA, USA

Women/Youth

- Vice President (Women): Mary Liew, SMOU, Singapore
- Vice President (Young workers): Nice Amon Mwansasu, COTWU (T), Tanzania

Industrial section and department chairs

- Civil Aviation Section: Sara Nelson, AFA-CWA, USA
- Dockers Section: Paddy Crumlin, MUA, Australia
- Fisheries Section: Johnny Hansen, NSU, Norway
- Inland Navigation Section: Jacques Kerkhof, BTB-ABVV, Belgium
- Railway Workers Section: Julio Sosa, La Fraternidad, Argentina
- Road Transport Section: Flemming Overgaard, 3F, Denmark
- Seafarers' Section: Dave Heindel, SIU, USA
- Tourism Section: David Massiah, ABWU, Antigua & Barbuda
- Women Transport Workers': Meryem Halouani, UMT, Morocco
- Young Transport Workers': Preeti Singh, AIRF, India (Co-Chair)
- Young Transport Workers': Nick Loridan, BTB-ABVV, Belgium (Co-Chair)

Agreed observers - cross-sectoral programme chairs

- Urban Transport Steering Committee Chair: Eric Campos Bonta, FESIMETROSA, Chile

- Warehousing, Distribution & Logistics Steering Group Chair: Matt Draper, Unite, Great Britain

Election of the ITF President

On the recommendation of the newly elected Executive Board, **Crumlin** (MUA, Australia) was **elected** as President of the ITF, on the understanding that **Moreels** (BTB-ABVV, Belgium) would take over the presidency effective January 2027 to the next Congress.

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
- Melissa Heywood, TSSA, Great Britain
- Olu Tunde, NIUK, Great Britain

Management Committee

In line with the requirements of the Constitution, the newly elected Executive Board agreed the composition of the ITF Management Committee as follows:

- President: Paddy Crumlin, MUA, Australia
- Vice President (Africa): Adewale Adeyanju, MWUN, Nigeria
- Vice President (Arab World): Seddik Berrama, FNTT, Algeria
- Vice President (Asia Pacific): Seong Yong Park, FKSU, Korea
- Vice President (Europe): Frank Moreels, BTB-ABVV, Belgium
- Vice President (Latin America): Pablo Moyano, FNTCOTAC, Argentina
- Vice President (North America): John Baker, ILA, USA
- Vice President (Women): Mary Liew, SMOU, Singapore
- Vice President (Youth): Nice Amon Mwansasu, COTWU (T), Tanzania
- Section Chair: Dave Heindel, SIU, USA
- Section Chair: *tbc*
- Section Chair: *tbc*
- Member: Ismo Kokko, AKT, Finland
- Member: Christine Behle, ver.di, Germany
- Member: Sharon Graham, Unite, Great Britain
- Member: Eddie Dempsey, RMT, Great Britain
- Member: Mitsuharu Matsuura, JSU, Japan
- Member: Richard Johnsen, IAM, USA

The Executive Board further agreed that the lay auditors and representatives of the Membership Vetting Group be invited to participate in meetings.

FINANCIAL STATEMENTS AND AUDITORS' REPORTS (2018-2023)

Simon Weller (ASLEF, Great Britain) moved the financial statements and auditors' reports on behalf of the lay auditors. He was pleased to report that total funds had increased due to a good performance of the Welfare Fund and that the General Fund deficit had reduced since last Congress. The General Secretary had exercised proper stewardship of ITF finances and ITF systems of control over financial transactions were satisfactory.

Congress **adopted** the financial statements and auditors' reports as presented.

AFFILIATION FEES

Behle (ver.di, Germany) presented the Executive Board proposal to increase the affiliation fee per declared member by a maximum of £0.10 each year in the next inter-Congress period. The affiliation fee would increase from £1.90 to £2.00 in 2025, and for the following years the 100% concession rate would be approved by the Executive Board following an annual review of the ITF's financial situation, with no change to the affiliation fee structure.

Keishima (JR-RENGO, Japan) supported the proposed affiliation fee increase of £0.10 by declared member in 2025, which was reasonable after fees had been frozen for two years to support affiliates during the Covid-19 pandemic. However, many unions would struggle to cover similarly high annual increases after 2025, and therefore decisions on fees for the remaining inter-Congress period required a transparent and democratically determined plan.

Congress **endorsed** the proposal for 2025-29 affiliation fees and **agreed** not to change to the affiliation fee structure.

LOCATION OF HEADQUARTERS

On the recommendation of the Executive Board, Congress **agreed** that the ITF headquarters remain in London for the period of 2024-2029.

CONFERENCE REPORTS

The following reports were presented by the rapporteurs appointed by each conference:

- Civil Aviation Section Conference: Daniela Modonesi, FILT-CISL, Italy
- Dockers' Section Conference: Jessica Isbister, ILWU, Canada
- Fisheries Section Conference: Carlos Muller, CONTTMAF, Brazil

- Inland Navigation Section Conference: Manoj Yadav, FSUI, India
- Joint Seafarers' and Dockers' Conference: Mostafa Ouardane, UMT, Morocco
- Railway Workers' Section Conference: Simi Lalsingh, NFIR, India
- Road Transport Workers' Section Conference: Murad Breik, GUTW, Palestine
- Seafarers' Section Conference: Camille Simbulan, AMOSUP, Philippines
- Tourism Services Section Conference: Praveena Singh, AIRF, India
- Urban Transport Conference: Jas Giri, RMTU, New Zealand
- Warehousing, Distribution & Logistics Conference: Elisa Gigliarelli, FILT-CGIL, Italy
- Women Transport Workers' Conference: Diana Holland, Unite, Great Britain, and Meryem Halouani, UMT, Morocco
- Young Transport Workers' Conference: Preeti Singh, AIRF, India, and Nick Loridan, BTB-ABVV, Belgium

The **General Secretary** congratulated Calculli (AAA, Argentina) and Zec (SUC, Croatia) for their achievements as Co-Chairs of the Young Transport Workers' Committee over the last inter-Congress period.

Congress **adopted** the conference reports as presented.

GOLD AWARDS

Congress **recognised** the following individuals for their exceptional commitment to the trade union movement and transport workers around the world:

- Benito Bahena y Lome, ATM, Mexico (posthumously)
- Christy Cain, MUA, Australia
- Diana Holland, Unite the Union, Great Britain
- Ekaterina Yordanova, FTTUB, Bulgaria
- Francisco Lemos, SINA, Brazil (posthumously)
- George Quick, MM&P, USA, (posthumously)
- Johan Øyen, NSU, Norway
- Julio Sosa, Sindicato La Fraternidad, Argentina
- Marcel Zante, FESYTRAT-B, Burkina Faso
- Marcos Castro, CCUOMM, Argentina
- Mark Dickinson, NIUK, Great Britain
- Mykhailo Kirieiev, MTWTU, Ukraine
- Peter Lövkvist, STF, Sweden
- Remo Di Fiore, FIT-CISL, Italy
- Severino Almeida Filho, SINDMAR, Brazil (posthumously)
- Terri Mast, ILWU, USA
- Tony Sheldon, TWU, Australia
- Toshihiko Sumino, SHITETSU-SOREN, Japan

- Vladimir Svalina, SUC, Croatia
- William Adams, ILWU, USA

CLOSING

Arab World Regional Vice President Berrama (FNTT, Algeria) and newly elected **Chair of the ITF Women Transport Workers' Committee Halouani** (UMT, Morocco) thanked all delegates, advisers and guests for coming to Marrakech for the first ITF Congress in the Arab World.

The **President** invited all staff and volunteers to the stage to thank them, with a special mention to the team of interpreters, and declared the ITF's 46th Congress closed.

CREDENTIALS COMMITTEE

REPORT

01. The Credentials Committee met on 13 October 2024. Members are:

Africa	Zazi Nsibanyoni-Mugambi, NUMSA, South Africa
Arab World	Allal Babalahcen, UMT, Morocco
Asia Pacific	CA Rajasridhar, AIRF, India Gwee Guo Duan, SMOU, Singapore
Europe	Anu Hietala, NTF, Sweden Panagiotis Tsikalakis, PNO, Greece Simon Weller, ASLEF, Great Britain Susana Pereira Ventura, ver.di, Germany
Latin America	Daniel Camazon, UCOC, Panama
North America & Caribbean	Gary Peterson, TWU, USA Wendy Nicholas, AWU, Antigua & Barbuda

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

03. 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 2024, 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.

04. The Committee then examined the credentials of those delegates who had registered by 10h00 on Sunday 13 October 2024 and found that the credentials of **475** organisations were compliant with Rule XVII, paragraph (4) and could be approved immediately; and the credentials of **1** organisation with Membership Vetting Group approved payment-plan could also be approved immediately.

05. The credentials of **1** organisation (Public Transport Operations Union, PUTON, Kenya) were found to be non-compliant with Rule XVII, paragraph (4) and their delegation would be granted observer status for the Congress. The Committee

- empowered the Chair and the Membership Vetting Group to alter the status of this organisation should the make an affiliation fee payment during the Congress.
06. 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 13 October 2024 and to act on the Committee's behalf.
 07. The Committee noted the affiliates in **Annex 1** had requested proxy votes. Of the **17** affiliated organisations, **5** submitted their proxy nominations at least four weeks before the beginning of Congress, the remaining **11** were received after the closing deadline of 13 September 2024.
 08. The Committee also noted that **1** affiliated organisation, was found to be non-compliant with Rule XVII, paragraph (4) when submitting their proxy request and agreed not to grant a proxy in that instance.
 09. A delegate list based on the Committee's recommendations and the Chair's subsequent action is to be distributed at the close of Congress. It currently shows the presence of **912** delegates and **717** advisers from **490** unions (**15** of which are organisations represented by proxy) in **131** countries. The total voting strength is **6,711,130** representing approximately **93%** of the **7.2 million** declared members declared to the ITF.
 10. The Committee noted that **157** women delegates (**17%** of all delegates) and **199** women advisers (**27%** of all advisers) had so far registered. Committee members were pleased to note that a substantial number (**99%**) of unions had complied with the requirements in Rule IV, paragraph (5) of the ITF Constitution. This rule requires all delegations of three or more people to register women delegates in proportion to the number of women transport workers declared to the ITF and at least one must be a woman.
 11. The Committee also noted that **97 (11%)** young delegates and **68 (9%)** young advisers, at the age of 35 or under, had so far registered. Committee members were pleased to note that a substantial number (**99%**) of unions had complied with the requirements in Rule IV, paragraph (5) of the ITF Constitution. This rule requires all delegations of four or more people to register young delegates in proportion to the number of young transport workers declared to the ITF and at least one must be aged 35 or under.
 12. A list of affiliates who were found to be non-compliant with either gender or youth parity is attached as **Annexes 2 and 3**.
 13. The Committee noted that **261** nominations for the election of the General Secretary had been received from affiliates in compliance with Rule XVII, paragraph (4).

14. 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.
15. 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.

ANNEXES

Annex 1: Proxy Affiliates Registered

AFFILIATE	COUNTRY	VOTES	PROXY CODE	PROXY SHORT NAME	PROXY COUNTRY	PROXY FEES STATUS	RECOMMENDATION
Motorcyclists, Messengers and Services Union Association	Argentina	1	FED042	FNTCOTAC	Argentina	Paid	Accept
Taxi Workers of the Federal Capital Union	Argentina	10	FED042	FNTCOTAC	Argentina	Paid	Accept
Panama Area Metal Trades Council	Panama	1	UNI053	UCOC	Panama	Paid	Accept
Marine Production and Industrial Workers' Union	Panama	1	UNI053	UCOC	Panama	Paid	Accept
Bolivarian Federation of Transport and Amalgamated Workers	Venezuela	51	FED042	FNTCOTAC	Argentina	Paid	Accept
Georgian Seafarers' Union	Georgia	1	DEN001	DAD-DER – MESA	Türkiye	Paid	Accept
Trade Union of Georgian Railwaymen	Georgia	2	THE009	KAZPROFTRANS	Kazakhstan	Paid	Accept
Auto, Taxi & Private Sector Transport Workers HMS Federation	India	1	ALL002	AIRF	India	Paid	Accept
Chennai Container Terminal Employees Union	India	1	ALL014	AIMREF	India	Paid	Accept
Government Transport Corporations Employees Progressive Unions' Federation	India	20	ALL002	AIRF	India	Paid	Accept
Bhartiya Khadya Nigam Shramik Sangathan	India	2	ALL002	AIRF	India	Paid	Accept
National Railway Workers' Union	Japan	5	GEN002	SHITETSU-SOREN	Japan	Paid	Accept
Latvian Railway and Transport Industry Trade Union	Latvia	1	LAT002	LSUMF	Latvia	Paid	Accept

All Pakistan Civil Transport Workers' Union	Pakistan	1	KAR016	KPT DWU	Pakistan	Paid	Accept
Pakistan Seamen's Union	Pakistan	5	KAR016	KPT DWU	Pakistan	Paid	Accept
Union of Maritime, Tugboat, Barge and Amalgamated Service Workers of Panama	Panama	1	UNI004	UIM	Panama	Paid	Reject
Air Traffic Controllers' Association of Uruguay	Uruguay	1	ASO008	ATEPSA	Argentina	Paid	Accept

Annex 2: Affiliates non-compliant with gender parity

AFFILIATE	DELEGATES ALLOWED	DELEGATES REGISTERED	WOMEN DELEGATES REGISTERED	WOMEN ADV REGISTERED	WOMEN DELEGATES IN %	WOMEN MEMBERS	WOMEN MEMBERS IN %	WOMEN DELEGATE REQUIREMENT
All-Japan Federation of Transport Workers' Unions	7	5	0	0	0	2,000	3.15	1
General Federation of Private Railway & Bus Workers' Unions of Japan	7	7	0	0	0	3,000	4.62	1
Japan Railway Trade Unions' Confederation	6	6	0	0	0	2,000	4.63	1
National Federation of Dockworkers' Unions of Japan	3	3	0	0	0	620	4.77	1

Annex 3: Affiliates non-compliant with youth parity

AFFILIATE	DELEGATES ALLOWED	DELEGATES REGISTERED	YOUNG DELEGATES REGISTERED	YOUNG ADV REGISTERED	YOUNG DELEGATES IN %	YOUNG MEMBERS	YOUTH MEMBERS IN %	YOUNG DELEGATE REQUIREMENT
All-Japan Federation of Transport Workers' Unions	7	5	0	0	0	16,000	25.20	1
General Federation of Private Railway & Bus Workers' Unions of Japan	7	7	0	0	0	7,584	11.67	1
Japan Railway Trade Unions' Confederation	6	6	0	0	0	5,240	12.13	1
General Workers' Union State Federation of Services, Mobility & Consumption	5	5	0	0	0	6,046	16.12	1

1. RESOLUTIONS COMMITTEE

REPORT

01. The Resolutions Committee met on 13 October 2024 to review all Congress motions received by the deadline of 13 June 2024, including any amendments received by the deadline of 13 September 2024.
02. The Committee agreed to discuss the following motions in Plenary under the relevant demand for change.

No	Title	Amendments
1	Combatting discrimination against LGBT+ transport workers	None
2	Social security – a human right of every transport worker	Amendment withdrawn
5	Empowering young transport workers in the ITF	Amendment accepted with agreed changes
8	Get me home safely	None
9	The right to peace and security of every human being and of peoples is a fundamental obligation of states and intergovernmental institutions	None
10	For our collective memory	None
11	Zero tolerance for far-right	Amendment rejected – in negotiations
18	Promoting human rights and labour standards in the global sustainable finance strategy	None
19	Moving forward: ITF Women 25 years on	Amendment 1 accepted with agreed changes Amendment 2 accepted
20	Disability equality in the transport sector worldwide	None
21	2026 FIFA World Cup	Amendment accepted

24	Recruiting and organising white collar workers	None
31	Safe rates principles and building union power across transport supply chains	None
34	Solidarity across Maersk supply chains	None
35	Strengthening transport workers' unions across central and eastern Europe	Amendment accepted
40	High-level collective guarantees for platform workers!	Amendment rejected – in negotiations

03. Motions 8 and 19 are also being referred to the Women Transport Workers' Conference and motion 5 to the Young Transport Workers' Conference.

04. The Committee **agreed** to refer the following motions to the Civil Aviation Conference:

No	Title	Amendments
25	Better global regulations for workers in civil aviation	Amendment accepted
28	Aviation labour and social issues must be considered in ICAO's economic development of air transport agenda	None
29	Maintain two-pilot flight crews in commercial air transport and reject reduced-crew operations	Amendment accepted
30	Developing an air transport workers' charter of rights and freedoms	None
33	Mitigating fatigue risks for air crew – ensuring safety, health and regulatory compliance in aviation	None
38	The liberalization model puts health and safety at airports at risk	None
41	Fighting the impacts of deregulation and fragmentation in aviation supply chains	None

05. The Committee **agreed** to refer the following motion to the Road Transport Section Conference:

No	Title	Amendments
32	Scaling-up organising of cross-border and informal road transport workers	None

06. The Committee **agreed** to refer the following motions to the Railway Workers' Section Conference:

No	Title	Amendments
3	Regarding driverless train operation	Amendment accepted with agreed changes
13	Investing in railways to tackle climate change	Amendment accepted
15	No dismantling of integrated rail companies and privatisation of the public transport sector	Amendment 1 withdrawn Amendment 2 accepted
39	Training our young people	Amendment accepted with agreed changes

07. Motion 39 will also be referred to the Young Transport Workers' Conference.

08. The Committee **agreed** to refer the following motions to the Urban Transport Conference:

No	Title	Amendments
36	Autonomous vehicles in public transport	Amendment accepted
37	Microtransit	None

09. The Committee **agreed** to refer all the following motions to the Seafarers' Section Conference:

No	Title	Amendments
6	Support for the transport workers of Ukraine	None
16	Australian strategic fleet	Amendment accepted
22	Motion to address the ineffectiveness of shipping P&I Club insurance	None
23	Motion on enhanced cooperation between ITF and Paris Memorandum of Understanding	None
26	Promoting the future of work for young maritime workers	Amendment accepted

10. Motions 16 and 26 will also be referred to the Joint Seafarers and Dockers Conference.

11. Motion 26 will also be referred to the Young Transport Workers' Conference.
12. The Committee **agreed** to refer the following motions to the Joint Seafarers and Dockers Conference, with the recommendation to defer them to the FPC Steering Group and the Cabotage Taskforce:

No	Title	Amendments
7	Protecting seafarers' rights and enlarging trade union services for seafarers – promoting global solidarity – ensuring effective implementation of Mexico City Policy	Amendment 1 withdrawn Amendments 2 and 3 rejected
12	Support for the International Bargaining Forum (IBF)	Amendment accepted
17	ITF Offshore Continental Shelf Policy review	Amendment accepted
27	Motion for the protection of maritime cabotage in Chile	None

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

No	Title	Amendments
42	Decent, safe and healthy working environment in fisheries	None

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

No	Title	Amendments
4	The Panama Canal as a keystone of the world's supply chains	None
14	To strengthen the structure of the ITF Inland Navigation Working Group in our region	None

15. Where additional changes have been agreed between the movers and the unions submitting amendments, final versions will be made available before the motions are debated.
16. The Committee received an update on the negotiations around a composited motion on the situation in Palestine and Israel. Six motions had been handled

separately based on the mandate from the ITF Executive Board to handle contentious and potentially divisive motions outside of the formal motions process.

17. Motion 43 was added back into the motions process and circulated to affiliates on 30 September in the updated motions document with amendments.
18. The Committee reviewed the 10 emergency motions received by the deadline of 14 October, 12:00. It was agreed that the following motions met the criterion for being of a truly urgent nature:

No	Title	Referral
EM 1	Trade union rights in Pakistan railways	Railway Conference (recommendation to partly redraft)
EM 2	Crisis in Eastern Democratic Republic of Congo (DRC)	Plenary (recommendation to partly redraft)
EM 3	Crisis in Sahel countries	Plenary
EM 4	Eswatini	Plenary
EM 5	The future of aviation workers is at risk	Civil Aviation Conference (recommendation to partly redraft and also refer to Plenary)
EM 6	Draft resolution on Yemen	Plenary (recommendation to partly redraft)

19. The remaining emergency motions did not meet the criteria, but the Committee agreed to invite the movers of the emergency motion:
 - a on the hunger crisis in Malawi to make a statement in Plenary,
 - b on the defence of the rescue coordination centre in Tarifa to make a statement in the Seafarers' Conference, and
 - c on dubious PIA privatisation to make a statement in the Civil Aviation Section Conference.
20. The Committee agreed to hold a second meeting to review the progress on ongoing negotiations and redrafting of emergency motions.

2. RESOLUTIONS COMMITTEE

REPORT

01. The Resolutions Committee met on 14 October 2024 for their second meeting at the 46th ITF Congress.
02. The Committee received an update on the discussions around the following ordinary motions:

No	Title	Status
7	Protecting seafarers' rights and enlarging trade union services for seafarers – Promoting global solidarity – Ensuring effective Implementation of Mexico City Policy	An agreement has been reached to remit the motion to the FPC steering group next year, and the mover will be invited to make an intervention at the Joint Seafarers' and Dockers Conference.
11	Zero tolerance for far right!	A final version of the motion has been agreed by the mover and the union who submitted an amendment.
40	High-level collective guarantees for platform workers!	A final version of the motion has been agreed by the mover and the union who submitted an amendment.
43	Understand the causes and effects of armed conflict and jointly develop ITF positions focusing on workers and peace	An agreement has been reached to remit this motion to the Executive Board to be discussed at their next meeting in April 2025, and the mover will be invited to make an intervention in Plenary.

03. The Committee also received an update on emergency motions, confirming that they had been finalised based on the Committee's recommendations.
04. The Co-chairs provided an update on the negotiations around motions regarding the situation in Palestine and Israel.

PROGRESSION OF MOTIONS

Motion No.	Title	Mover	Resolution No.	Adopted in	Global demand
A	Rights for transport workers	Executive Board	A01	Plenary	Rights
B	Equality for transport workers	Executive Board	B01	Plenary	Equality
C	Safety and health for transport workers	Executive Board	C01	Plenary	OSH
D	Shaping the future of work	Executive Board	D01	Plenary	Future of Work
E	Accountability in global supply chains	Executive Board	E01	Plenary	Supply Chain A.
F	Making transport sustainable	Executive Board	F01	Plenary	Sust. Transport
01	Combatting discrimination against LGBT+ transport workers	APA, Argentina	B02	Plenary	Equality
02	Social Security – a human right of every transport worker	AIRF, India	A11	Plenary	Rights
03	Regarding driverless train operations (amended)	JRU, Japan	D05	Rail	Future of Work
04	The Panama Canal as a keystone of the world's supply chains	UCOC, Panama	E05	Inland Nav	Supply Chain A.
05	Empowering young transport workers in the ITF (amended)	AAA, Argentina	B04	Plenary	Equality
06	Support for the transport workers of Ukraine	MTWTU, Ukraine	A17	Seafarers	Rights
07	Protecting seafarers' rights and enlarging trade union services for seafarers – promoting global solidarity – ensuring effective implementation of Mexico City Policy	MTWTU, Ukraine	withdrawn		Supply Chain A.
08	Get me home safely	Unite the Union, GB	C02	Plenary	OSH
09	The right to peace and security of every human being and of peoples is a fundamental obligation of states and intergovernmental institutions	CGT Cheminots, France	A06	Plenary	Rights

10	For our collective memory	CGT Cheminots, France	A12	Plenary	Rights
11	Zero tolerance for far-right (amended)	BTB-ABVV, Belgium	A07	Plenary	Rights
12	Support for the International Bargaining Forum (IBF) (amended)	AMOSUP, Philippines	E11	JS&D	Supply Chain A.
13	Investing in railways to tackle climate change (amended)	ASLEF, Great Britain	F02	Rail	Sust. Transport
14	To strengthen the structure of the ITF inland navigation working group in our region	CPOFPCM, Argentina	E06	Inland Nav	Supply Chain A.
15	No dismantling of integrated rail companies and privatisation of the public transport sector (amended)	EVG, Germany	F03	Rail	Sust. Transport
16	Australian strategic fleet (amended)	MUA, Australia	A18	Seafarers	Rights
17	ITF Offshore Continental Shelf Policy review (amended)	MUA, Australia	F04	JS&D	Sust. Transport
18	Promoting human rights and labour standards in the global sustainable finance strategy	MUA, Australia	E04	Plenary	Supply Chain A.
19	Moving forward: ITF Women 25 years on (amended)	Unite the Union, GB	B05	Plenary	Equality
20	Disability equality in the transport sector worldwide	ASLEF, GB	B03	Plenary	Equality
21	2026 and 2030 FIFA World Cup (amended)	ABWU, Antigua & Barbuda	A09	Plenary	Rights
22	Motion to address the ineffectiveness of Shipping P&I Club insurance	SUC, Croatia	E09	Seafarers	Supply Chain A.
23	Motion on enhanced cooperation between ITF and Paris Memorandum of Understanding	SUC, Croatia	E10	Seafarers	Supply Chain A.
24	Recruiting and organising white collar workers	Unionen, Sweden	D02	Plenary	Future of Work
25	Better global regulations for workers in civil aviation (amended)	Unionen, Sweden	A15	Civil Aviation	Rights
26	Promoting the future of work for young maritime workers (amended)	ver.di, Germany	B06	Seafarers JS&D Youth	Equality
27	Motion for the protection of maritime cabotage in Chile	SI.MAR, Chile	E12	JS&D	Supply Chain A.
28	Aviation labour and social issues must be considered in ICAO's Economic Development of Air Transport agenda	ALPA, USA	A16	Civil Aviation	Rights

29	Maintain two-pilot flight crews in commercial air transport and reject reduced-crew operations (amended)	ALPA, USA	D04	Civil Aviation	Future of Work
30	Developing an air transport workers' charter of rights and freedoms	Unifor, Canada	E07	Civil Aviation	Supply Chain A.
31	Safe Rates principles and building union power across transport supply chains	TWUA, Australia	E02	Plenary	Supply Chain A.
32	Scaling-up organising of cross border and informal road transport workers	NETWON, Nepal	A13	Road	Rights
33	Mitigating fatigue risks for air crew – ensuring safety health and regulatory compliance in aviation	FAAA, Australia	C03	Civil Aviation	OSH
34	Solidarity across Maersk supply chains	NMGKS, India	E03	Plenary	Supply Chain A.
35	Strengthening transport workers' unions across central and eastern Europe (amended)	FTTUB, Bulgaria	A10	Plenary	Rights
36	Autonomous vehicles in road public transport (amended)	ATU, USA	D06	Urban Transport	Future of Work
37	Microtransit	ATU, USA	D07	Urban Transport	Future of Work
38	The liberalisation model puts health and safety at airports at risk	APA, Argentina	C04	Civil Aviation	OSH
39	Training our young people (amended)	CGT Cheminots, France	B07	Rail Youth	Equality
40	High-level collective guarantees for platform workers! (amended)	FNST CGT, France	D03	Plenary	Future of Work
41	Fighting the impacts of deregulation and fragmentation in aviation supply chains	FNV, Netherlands	E08	Civil Aviation	Supply Chain A.
42	Decent, safe and healthy working environment in fisheries	SOMU, Argentina	C05	Fisheries	OSH
43	Understand the causes and effects of armed conflict and jointly develop ITF positions focusing on workers and peace	EVG, Germany	<i>withdrawn</i>		Rights
44	The situation in Palestine and Israel	AAA, Argentina	A02	Plenary	Rights
EM 1	Trade union rights in Pakistan Railways	Railway Workers' Union (Open Line), Pakistan	A19	Rail	Rights

EM 2	Crisis in Eastern Democratic Republic of Congo (DRC)	SSTCC, DRC	A03	Plenary	Rights
EM 3	Crisis in the Sahel countries	UCRB, Burkina Faso	A05	Plenary	Rights
EM 4	Eswatini	ATGWU, Uganda	A08	Plenary	Rights
EM 5	The future of aviation workers is at risk	APA, Argentina	A14	Civil Aviation	Rights
EM 6	Yemen	EWSYA	A04	Plenary	Rights

MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

CIVIL AVIATION SECTION CONFERENCE REPORT

15 OCTOBER 2024



REPORT

OPENING:

01. The Conference was opened by Nicolas Rallo, Director for the ICAO EUR/NAT office in Paris who stressed the need to strengthen links between ICAO and the ITF.

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

02. The provisional agenda was **adopted** as presented.
03. The Standing Orders were **adopted** as presented

AGENDA ITEM 2: ELECTION OF RAPPOREUR AND TELLERS/BALLOT SCRUTINEERS

04. The Conference **elected**:

Scrutineers/Tellers
Anneli Nyberg, Parat, Norway (Rapporteur)
Ameena Husain Mohamed, FAGTU, Bahrain
Bua Vuli, FPSA, Fiji
Ilitrus Ahmadu, ATSSSAN, Nigeria
Paul Winstanley, Prospect, Great Britain
Wendy Nicholas, ABWU, Antigua & Barbuda
Delfina Sappia, AAA, Argentina

05. Daniela Modonesi, FILT-CGIL, Italy was assigned to give the report back at Plenary.

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

06. A presentation was given by the secretariat on the Congress Vision, focusing on the Section's priorities, in line with the New Deal for Aviation endorsed at the Civil Aviation conference held in 2022. The New Deal for Aviation focused on five pillars:
- Deregulation
 - Occupational Health & Safety
 - Future of Work
 - Sustainability
 - Building & Strengthening Unionisation
07. These focus areas informed the six demands that form the Congress Vision.
08. The workplan priorities, circulated as part of the Conference documents (**Annex 3** to the Conference Briefing Paper), were presented together with the corresponding motion(s) from Agenda Item 4.
09. Additionally, through interventions from the floor, the following priorities were added for the inter-Congress period:
- Support and coordination for unions facing privatisation, deregulation and open skies policies at national level
 - Focus on issues of fatigue and workforce challenges for air traffic management workers
 - Support bargaining and standard setting for cabin crew on issues of fatigue, climate change, impacts such as turbulence, unruly passengers, mental health and psychosocial hazards
 - Respond to the growing trends of wet leasing and atypical employment that threaten the employment standards of air crew
10. The workplan priorities, subject to the inclusion of priorities raised from the floor (identified above) were endorsed by the Conference.

Governance Schedule

11. The provisional governance schedule for the Civil Aviation Section for 2024 – 2029 was **endorsed** as follows:

2025	March Civil Aviation Section Committee	September Civil Aviation Section Committee
2026	March Civil Aviation Section Committee	September Civil Aviation Section Committee
2027	March <i>Civil Aviation Section Conference</i>	September Civil Aviation Section Committee
2028	March Civil Aviation Section Committee	September Civil Aviation Section Committee
2029	March	

AGENDA ITEM 4: MOTIONS

12. The Conference **considered** the following Motions referred by the Resolutions Committee which were discussed under the work plan areas related to the ITF's six Demands as follows:

Occupational Safety & Health

Motion 33: Mitigating fatigue risks for air crew – ensuring safety, health and regulatory compliance in aviation

Moved: **O'Toole**, FAAA, Australia

Seconded: **Vian**, Parat, Norway

The motion was **adopted** as presented

Motion 38: The liberalization model puts health and safety in airports at risk

Moved: **Mella**, APA, Argentina

Seconded: **Maróthy**, Unite the Union, Great Britain

The motion was **adopted** as presented.

Rights

Motion 25: Better global regulations for workers in civil aviation

Moved: **Khalifa**, Unionen, Sweden

Seconded: **Vaittinen**, Pro, Finland

The motion was **adopted** as presented, including Amendment 1.

Motion 28: Aviation labour and social issues must be considered in ICAO's Economic Development of Air Transport Agenda

Moved: **Ambrosi**, ALPA, USA

Seconded: **Perry**, ALPA-CANADA, Canada

The motion was **adopted** as presented.

Emergency Motion 5: The future of aviation workers is at risk

Moved: **Brey**, AAA, Argentina

Seconded: **Maciel**, FENTAC, Brazil

The emergency motion was **adopted** as presented

Supply Chain Accountability

Motion 30: Develop an air transport workers' charter of rights and freedoms

Moved: **Moore**, Unifor, Canada

Seconded: **Kaine**, TWU, Australia

The motion was **adopted** as presented

Motion 41: Fighting the impacts of deregulation and fragmentation on aviation supply chains

Moved: **van de Geer**, FNV, Netherlands

Seconded: **Mutoro**, TAWU, Kenya

The motion was **adopted** as presented

Future of Work

Motion 29: Maintain two-pilot flight crews in commercial air transport and reject reduced-crew operations

Moved: **Ambrosi**, ALPA, USA

Seconded: **Perry**, ALPA-CANADA, Canada

The motion was **adopted** as presented, including Amendment 1.

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

13. The amendments to the Terms of Reference of the **Civil Aviation Section** Committee were endorsed as presented (**Annex 1**).

5.2 Committee Elections

14. The following Global Committee positions were **elected** by the Conference:

Chair	Sara Nelson, AFA-CWA, USA
Vice Chair	Edgardo Llano, APA, Argentina
Vice Chair	Oliver Richardson, Unite the Union, Great Britain
Women Transport Workers' Representative	Daniela Modonesi, FILT-CGIL, Italy
Young Transport Workers' Representative	Bill Mutoro, TAWU, Kenya
Chair - Ground Staff Sub-Committee	Robert Hengster, ver.di, Germany

Chair - Air Traffic Management Sub-Committee	Nick von Schoenberg, Unifor, Canada
Chair - Cabin Crew Sub-Committee	Teri O'Toole, FAAA, Australia

15. The Conference recognised the work of the outgoing Chair particularly in navigating the period of recovery after the industry shutdown during the COVID-19 pandemic and welcomed the new Chair.
16. The Conference **confirmed** nominations from the regional electoral groups and **endorsed** the full composition of the Civil Aviation Section Committee, attached as **Annex 2**.
17. Additionally, the following **Vice-Chairs** for sub-committees were **elected**:

Ground Staff Sub-Committee	Keith Aiken, IAMAW, USA Silvia Gonzales, CFDT, France
Air Traffic Management Sub-Committee	Mike Reed, Prospect, Great Britain
Cabin Crew Sub-Committee	Keturah Johnson, AFA- CWA, USA László Maróthy, Unite the Union, Great Britain

18. Vice-Chairs of sub-committees do not form part of the Civil Aviation Section Committee unless a substitution is needed.

AGENDA ITEM 6: ANY OTHER BUSINESS

6.1 Gold Awards

19. A Gold Award was presented posthumously to **Francisco Lemos** from SINA, Brazil, who was a member of the Civil Aviation Section Committee for many years.

Annex 1

TERMS OF REFERENCE: CIVIL AVIATION SECTION COMMITTEE

Composition

01. The Civil Aviation Section Committee is elected at the Civil Aviation Section Conference that coincides with the ITF Congress and consists of the following:

- **Section Officers** – including a Chair and 2 x Vice Chairs who shall not come from the same region, at least one of whom shall be a woman, by general ballot of all members.

If the Chair ceases for any reason to hold office in the period between Congresses, the matter shall be addressed in accordance with Rule XIV (6) of the ITF Constitution

- **Section Women Transport Workers' Representative** – who is a member of both the Section Committee and the Women Transport Workers' Committee.
- **Section Young Transport Workers' Representative** – who is a member of both the Section Committee and the Young Transport Workers' Committee.

And:

Vacancies to be referred to the relevant ITF Women or Young Transport Workers' committees.

- **Africa:** 1 x Chair, 1 x ordinary member to be nominated by the region (both Anglophone and Francophone Africa must be represented).
- **Arab World:** 1 x Chair, 1 x ordinary member, to be nominated by the region.
- **Asia/Pacific:** 1 x Chair, 1 x ordinary member, to be nominated by the region (must come from different electoral groups).
- **Europe:** 1 x Chair (ETF Civil Aviation Section), 3 x ordinary members (must come from different electoral groups).
- **Latin America/Caribbean:** 1 x Chair, 1 x ordinary member, to be nominated by the region.
- **North America:** 1 x Chair, 4 x ordinary members, to be nominated by the region.

Vacancies to be referred to the appropriate regional governing bodies.

All members of this Committee shall come from ITF-affiliated unions declaring members in the Civil Aviation Section.

At least one member from each region must sit on the relevant regional committee.

The nomination process prior to the Civil Aviation Conference (at Congress) shall be indicated to the Civil Aviation Section Committee.

Only unions/affiliates who have declared members in civil aviation may nominate candidates and/or vote in an election.

02. The Civil Aviation Conference at the 44th ITF Congress in 2018 endorsed the addition of the following positions to this committee, with full voting rights:
- **Chair of the Ground Staff Sub-Committee.**
 - **Chair of the Air Traffic Management Sub-Committee.**
 - **Chair of the Cabin Crew Sub-Committee.**

DECISION:

A member of the committee can only hold one position, vacating their current position if they are elected to another role.

The chairs of each sub-committee will be elected by the unions declaring members in each sub-group. The process previous to the election will be decided by this Civil Aviation Section Committee.

Co-Opting

03. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
04. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.

DECISION:

Co-option is decided by a committee decision, based on recommendation by the section chair and secretary.

DECISION:

Co-opted members have no voting rights (other than those positions referred to in Para 2)

Observers

05. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Section Committee in the capacity of Observer, and at their own cost, when they are actively involved in the projects and/or activities of the Civil Aviation Section work programme.

Invited Experts

06. At the invitation of the Secretary, and in consultation with the Chair, external experts(s) and adviser(s) may attend Committee meetings and participate as appropriate for the duration of discussion on specific items relating to their area of expertise.

Voting

07. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show hands of elected members on one person one vote basis.

DECISION:

Committee members can vote in person but cannot vote by proxy. Substitute representation may be granted providing written permission is sought from the section Chair and Secretary. Substitutes are allowed to vote. Observers are not permitted to vote.

Purpose

08. The Civil Aviation Section Committee shall deal with matters of concern related to the section, and shall make recommendations to the ITF Civil Aviation Section Conference for its endorsement and support the Executive Board on the development and implementation of global priorities.
09. The Section Committee oversees the implementation of the Civil Aviation Section policies and work programme in line with the Congress mandate.
10. Members of the Civil Aviation Section Committee shall lead, promote and build the section strategy in their countries and regions. Membership of the Section Committee is dynamic, empowering affiliates through collective learning and decision-making.
11. The Section Committee members to represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
12. The Section Committee members to undertake regional coordination. In Europe, this should be the Chair of the ETF Civil Aviation Section Committee.
13. The Section Committee shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

14. The Chairperson shall chair the Civil Aviation Section Committee. In the event that the Chairperson is not available, a Vice-Chair will assume this responsibility.
15. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Section Committee and support collaborative ways of working with Civil Aviation Section affiliates.
16. The business of the Section Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.

17. Committee meetings shall be held either virtually or in-person, with at least one in-person meeting per year, dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair, and there shall be one Civil Aviation Section conference in the Inter-Congress period.
18. The Committee has the authority to establish ad-hoc sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the section committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.
19. The Report of Section Committee meetings will be published, and will be available to affiliates. In the exceptional case of confidential discussions, these may be recorded in a separate restricted annex.
20. Meetings are called by the Secretary in consultation with the Chair. A quorum shall be 50% plus 1 of the members.



Annex 2**CIVIL AVIATION SECTION COMMITTEE****15 October 2024**

Position	Name	Union	Country
Section officers			
Chair	Sara Nelson	AFA-CWA	USA
Vice Chair	Edgardo Llano	APA	Argentina
Vice Chair	Oliver Richardson	Unite the Union	Great Britain
Women Transport Workers' Representative	Daniela Modonesi	FIT-CGIL	Italy
Young Transport Workers' Representative	Bill Mutoro	TAWU	Kenya
Chair - Ground Staff Sub-Committee	Robert Hengster	ver.di	Germany
Chair - Air Traffic Management Sub-Committee	Nick von Schoenberg	CATCA (Unifor)	Canada
Chair - Cabin Crew Sub-Committee	Teri O'Toole	FAAA	Australia
Asia Pacific			
Regional Chair	Jacqueline Tuwanakotta	FSPBI	Indonesia
Ordinary Member	Stephen Purvinas	ALAEA	Australia
Arab World			
Regional Chair	Saqr Alhammadi	GAPTU	Bahrain
Ordinary Member	Allal Babalahcen	UMT	Morocco
Africa			
Regional Chair	Ahmed Lamizana	SUMAC	Burkina Faso
Ordinary Member	Zazi Nsibanyoni-Mugambi	NUMSA	South Africa
Europe			
Chair	Sandrine Nikolic-Fuss	Kapers	Switzerland
Ordinary Member	Luigi Mansi	FIT-CISL	Italy
Ordinary Member	Karsten John Kristensen	3F	Denmark
Ordinary Member	Sissel Vian	Parat	Norway
Latin America			



Regional Chair	Rodrigo Maciel	FENTAC	Brazil
Ordinary Member	Jesus Ortiz Alvarez	ASPA	Mexico
North America & Caribbean			
Regional Chair	Edison Fraser	IAM	USA
Ordinary Member	Gary Peterson	TWU	USA
Ordinary Member	Jason Ambrosi	ALPA	USA
Ordinary Member	Sandi McManus	Unifor	Canada
Ordinary Member	Vanessa Johnson	SEIU	USA



MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

DOCKERS SECTION CONFERENCE REPORT

15 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The **Young Transport Workers' Representative** presented a statement to the Conference on the demands of young dock workers, which is attached as **Annex 1**. The Conference **endorsed** its presentation to the Young Transport Workers' Conference.
02. The provisional agenda was **adopted** as presented.
03. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

04. The Conference **elected** a Rapporteur to present the Conference report to Congress, and Tellers/Ballot Scrutineers, as below:

Rapporteur
Jessica Isbister, ILWU Canada
Scrutineers/Tellers
Adewale Waheed Adeyanju, MWUN, Nigeria
Mahmoud Edbeis, GUPW, Jordan
Masaya Tamada, Zenkoku-Kowan, Japan
Karsten Kristensen, 3F, Denmark
José Adilson Pereira, CONTTMAF, Brazil
Frederica Riley, WAWU, Dominica

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

05. **Ashton**, ILWU Canada, presented the Congress Vision and Executive Board motions, focusing on the Section's priorities.
06. The **Women Transport Workers' Representative** presented the Section's workplan priorities and a proposed schedule of governance meetings for 2024-2029.

07. The **1st Vice Chair** gave a verbal overview of the Future of Work and automation in ports.
08. The **2nd Vice Chair** spoke to the Conference on workers' rights within the global supply chain, and negotiating with GNTs.
09. The **North America Regional Chair** and **Hartigan**, ILA, USA, updated the Conference on the dispute and negotiations on the US East Coast.
10. The Conference **endorsed** the Congress Vision and Executive Board Motions as presented.
11. The Conference **adopted** the Dockers Section Priorities for 2024-2029 as presented.
12. The provisional governance schedule for the Dockers Section for 2024 – 2029 was **endorsed** as follows:

2025	May Dockers' Section Committee	November Dockers' Section Committee
2026	May FPC	November Dockers' Section Committee
2027	May Dockers' Section Committee	November Dockers' Section Committee
2028	May Dockers' Section Conference & FPC	November Dockers' Section Committee
2029	May Dockers' Section Committee	

AGENDA ITEM 4: MOTIONS

13. No Motions were referred to the Conference by the Resolutions Committee.

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

14. The Terms of Reference of the Dockers Section Committee were **endorsed** as presented.

5.2 Committee Elections

15. The following Section Officer positions were **elected** by the Conference:

Position	Name	Union	Country

Chair	Paddy Crumlin	MUA	Australia
1 st Vice Chair	Niek Stam	FNV	Netherlands
2 nd Vice Chair	Bobby Olvera Jr	ILWU	USA
Women Transport Workers' Representative	Jessica Isbister	ILWU	Canada
Young Transport Workers' Representative	Nick Loridan	BTB	Belgium
Young Transport Workers' Representative	Miracle-Ann King	BWU	Barbados

16. The Conference thanked **Adams**, ILWU, USA, who stepped down as 1st Vice Chair, for all that he had done for dock workers.
17. The Conference **endorsed** the composition of the Dockers Section Committee, attached as **Annex 2**.

AGENDA ITEM 6: ANY OTHER BUSINESS

6.1 Solidarity Actions

18. **Özpinar**, LİMAN-İŞ, Türkiye, updated the meeting on the struggles of workers at the Port of Borusan to join a union.
19. **Pereira**, CONTMAFF, Brazil, updated the meeting on upcoming industrial action in Brazil, and called for solidarity from all ITF Dockers affiliates.
20. As there was no further business, the Chair closed the meeting.

Annex 1**ITF YOUNG DOCKERS STATEMENT**

Young dockers from around the world have come together to bring their voice to the ITF Congress, outline their 3 priority issues, share their commitments and call to action to build a safe and just world of work for all young workers.

1. WORKING CONDITIONS

In many countries, local young dockworkers face exploitation, discrimination, low wages, and threats from companies when they want to unionise. Many young dockers are treated like day labourers without formal employment contracts, working in deplorable conditions with daily risks of injuries in workplaces, with poor health and safety referrals, support, and monitoring mechanisms. Those daily risks are exacerbated by extreme weather conditions and climate change related exposures affecting workers' physical and mental health.

The ongoing growth of privatisation and outsourcing is undermining unions and worker rights, with young people in informal work doing multiple jobs to secure decent wages without having the right to organise nor to strike to improve their working and living conditions.

2. TECHNOLOGY AND JUST TRANSITION

Technology, automation, digitalisation, and the transition to more a sustainable transport sector are transforming workplaces and young dockers' jobs, with implications for their working arrangement, job security, rights at work and occupational health and safety. Young dockers' jobs have a higher likelihood to become automatable occupations, potentially trapping young people in a situation where they frequently need to move from one precarious job to another. Despite the impact of the introduction of technology has on youth, young workers are often under-represented in decision making processes concerning the transformations taking place in their workplaces.

3. EQUALITY IN THE WORKPLACE

Workplaces are not yet free from discrimination and harassment related to workers' age, gender, and sexual orientation. Young dockers face age discrimination, which hinders their unity and collective bargaining power. LGBT+ workers and union activists confront continued forms of hostility which isolate them and do not allow the type of activism necessary to bring progressive reforms to strengthen equality, diversity, and inclusion in all workplaces.

Despite the increasing number of women working in the dockers sector, women dockers still experience numerous challenges compared to men with regards to contract

agreements, access to sanitation, gender discrimination and sexual violence and derogatory comments from more senior members.

OUR COMMITMENTS

Together, as young workers of the ITF, we must secure decent working conditions for young dockers across all ITF regions, only united we can confront the current global challenges and threats undermining the work and the lives of young workers around the world.

We will work together to ensure that young dockers have secured, safe and unionised jobs, including access to quality training, skills, and career development opportunities as well as to advanced health and safety protocols which takes into consideration the impacts of climate change on workers' wellbeing and ensure effective mental health support at work.

As young dockers of the ITF we want to build collective strategies to protect and promote young dockers' jobs and rights at work, understanding the impact of technology and of the green transition in our workplaces and our jobs sharing data, practices, initiatives young dockers can organise to meaningfully engage and deal with this impact. We will work together to play our role in a worker-led just transition which will protect our jobs and make our ports safer and more sustainable.

We need to raise awareness about discrimination and equality issues in our workplaces and in our unions, which we want to be safe and inclusive spaces where diversity can only make us stronger and united. No worker should be discriminated because of their gender, sexual orientation, race, religion, cultural background, and disabilities.

Workplaces must ensure policies and infrastructure that protect and foster inclusion for all workers.

OUR CALL TO ACTION

We call on the ITF and its affiliates to support the organising and campaigning efforts of young dockers in securing decent jobs and ensuring union sustainability. We call on the ITF and its affiliates to support building and growing young workers' union power through training, skills development, and effective involvement of young dockers in union structures ensuring gender, race, and abilities inclusion.

We call on the ITF and its affiliates to foster constructive dialogue on youth priorities to ensure that the needs and voices of young workers are heard and acted upon, and that young workers meaningfully participate in the decision-making process concerning their jobs, their lives, and their future.

We call on the ITF to continue to support and coordinate the relationship between unions and port operators. The ITF plays a crucial role in mediating disputes and ensuring that port operators adhere to fair labour practices for all workers, and, in particular, for young workers.

We are our unions, we are ITF. United we stand today, tomorrow, forever.

Annex 2**TERMS OF REFERENCE: DOCKERS SECTION
COMMITTEE**

Purpose

01. The Dockers Section Committee shall deal with matters of concern related to the Dockers Section of the ITF and shall make recommendations to the ITF Dockers' Section Conference and support the Executive Board on the development and implementation of global priorities.
02. The Dockers Section Committee oversees the implementation of the Dockers Section policies and work programme in line with the Congress mandate.
03. Membership of the committee is dynamic, empowering affiliates through collective learning and decision-making.
04. Members of the Dockers Section Committee shall:
 - a lead, promote and build the section strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies
 - e be involved and active in meetings.

Responsibilities

05. The Dockers Section Committee shall be responsible for the coordination of the various committees, sub-committees and working parties established by the Dockers' Section.
06. The Dockers Section Committee shall be empowered to take strategic decisions of an urgent nature in between meetings of the Dockers Section and Dockers Section Conferences.
07. The ITF Secretariat, will in consultation with the Section Chair, coordinate the activities of the Section Committee and may, from time to time, call on affiliates to undertake certain tasks from the Section Committees activities.

Reporting and relationship with other bodies

08. The Dockers' Section Committee shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF) and

other third parties as appropriate to provide support on areas of mutual interest and report back to the respective bodies.

Composition

09. Membership of the Dockers' Section Committee is elected at the occasion of the Dockers' Section Conference that takes place at each Ordinary Congress. All members of this Committee shall come from the ITF-affiliated unions declaring members in the Dockers Section.
10. The Dockers' Section Committee consists of the following:

Ex-Officio Seats	Elected by general ballot of all members
Section Officers	Including a Chair, 1 st Vice Chair and 2 nd Vice Chair - who shall not come from the same region
Section Women Transport Workers' Representative	Who is a member of both the Section Committee and the Women Transport Workers' Committee
Section Young Transport Workers' Representative	Who is a member of both the Section Committee and Young Transport Workers' Committee
Regional Officers	Nominated by the Regional Conferences
Regional Chairs	Up to 6, one from each region
16 Regional Members	Who are not elected by the Regional Conferences, reflecting the following regional distribution
Africa	2
Arab World	1
Asia / Pacific	4 (of which 1 shall be reserved for South East Asia, 1 shall be reserved for South Asia, and 1 shall be reserved for Pacific)
Europe	5
Latin America	2
North America & Caribbean	2 (of which 1 shall be reserved for the Caribbean)

11. A member of the committee can only hold one position, vacating their current position if they are elected to another role on the committee.

Co-option

12. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
13. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.

14. Co-option is decided by a committee decision based on a recommendation by the Section Chair and Secretariat.

Advisers and Observers

15. Attendance is restricted to Dockers Section Committee members. Advisers and observers may be permitted by the ITF Secretariat in consultation with the Section Chair and according to the following criteria:
- Unions wishing to send advisers and observers must obtain agreement in advance from the ITF Secretariat, providing details of the reason for their attendance.
 - There will be a restriction on the numbers of advisers and observers allowed to attend. The number will not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the meeting facilities.
 - Advisers and observers will not normally be able to ask for the floor.
 - Advisers and Observers will not have voting rights.
16. The Secretariat, in consultation with the Section Chair, shall be able to invite advisers and observers to attend meetings of the Dockers' Section Committee when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the Committee.

Vacancies

17. Should a member vacate their position on the Dockers' Section Committee for any reason in the period between Congresses, the following shall apply:

Section Chair	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Vice Chairs	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Women Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Women Transport Section Committee
Section Young Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Young Transport Workers Section Committee
Regional Chairs	Shall be referred to the appropriate regional governing body
Regional Members	Shall be referred to the appropriate regional governing body

Meetings

18. The Chair of the Section shall chair the Dockers' Section Committee. In the event that the Chair is not available, the 1st Vice Chair shall assume the Chair. Should

neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair will assume this responsibility.

19. The business of the Dockers' Section Committee will be conducted in English. However, if a member is unable to participate in English the ITF will, where agreed in advance, bear the attendance costs of the member's own interpreter.
20. The costs of participation are for the account of the affiliates concerned except where assistance has been agreed, in advance, with the ITF Secretariat.
21. There shall be at least one meeting a year as determined by the Secretariat, in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
22. Members at all times shall address the committee through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

Voting

23. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show of hands of elected members on a one person one vote basis.
24. Committee members cannot vote by proxy.

Subsidiary bodies

25. The Dockers Section Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Dockers Section Committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.
26. These procedures shall apply, where appropriate, to all subsidiary bodies of the Dockers' Section Committee.

Annex 3**DOCKERS' SECTION COMMITTEE****15 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Paddy Crumlin	MUA	Australia
1 st Vice Chair	Niek Stam	FNV	Netherlands
2 nd Vice Chair	Bobby Olvera Jr	ILWU	USA
Women Transport Workers' Representative	Jessica Isbister	ILWU	Canada
Young Transport Workers' Representative	Nick Loridan	BTB	Belgium
Young Transport Workers' Representative	Miracle-Ann King	BWU	Barbados
Africa			
Regional Chair	To be advised		Liberia
Regional member	Damiao Simango	SINPEOC	Mozambique
Regional member	Kouadio Mousso Adam David	CNDD	Côte d'Ivoire
Arab World			
Regional Chair	Mostafa Ouardane	UMT	Morocco
Regional member	Mahmoud Mansour Edbeis	GUPW	Jordan
Asia Pacific			
Regional Chair	Sang Sik Kim	KFPTWU	Korea
Regional member	Arasu Duraisamy	SUPW	Singapore
Regional member	Carl Findlay	MUNZ	New Zealand
Regional member	Hajime Takeuchi	Zenkoku-Kowan	Japan
Regional member	PM Mohammed Haneef	CPSA	India
Europe			
Regional Chair, ETF	Marc Loridan	BTB	Belgium
Regional member	Karsten Kristensen	3F	Denmark
Regional member	Mark Hughes	Unite	Great Britain

Regional member	Fatih Özpınar	LİMAN-IŞ	Türkiye
Regional member	Maren Ulbrich	ver.di	Germany
Regional member	José Ramón Piñeiro	FeSMC-UGT	Spain
Latin America			
Regional Chair	José Adilson Pereira	CONTMAFF	Brazil
Regional member	Jesus Monge Diaz	SUTRAPMT CALLAO	Peru
Regional member	Roberto Coria	SGGM	Argentina
North America			
Regional Chair	John Baker	ILA	USA
Regional member	Rob Ashton	ILWU	Canada
Regional member (Caribbean)	Frederica Riley	WAWU	Dominica

MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

FISHERIES SECTION CONFERENCE REPORT

16 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected** a Rapporteur to present the Conference report to the Congress and Tellers/Ballot Scrutineers, as below:

Rapporteur
Carlos Muller. CONTTMAF, Brazil
Scrutineers/Tellers
Henry Mukasa. UFAWU, Uganda
Sang Hee Lee. FKSU, Republic of Korea
Arni Sverrisson. FS, Iceland
Carlos Muller. CONTTMAF, Brazil

AGENDA ITEM 3: CONGRESS VISION

04. The **Chair** gave a presentation on the Congress Vision, focusing on the Section's priorities.
05. The Conference **endorsed** the Congress Vision and Executive Board Motions as presented.
06. The Conference considered the following Motions referred by the Resolutions Committee and related to the Congress Vision, as follows:

Motion 42: Decent, Safe and healthy working environment in fisheries

Moved: **Navarro** (SOMU, Argentina)

Seconded: **Muller** (CONTTMAF, Brazil)

The motion was **adopted** as presented.



AGENDA ITEM 4: FISHERIES POLICY AND 2024-2029 PRIORITIES

07. The outgoing **Fisheries Section Coordinator** presented the new Fisheries Policy.
08. The **Conference** discussed the policy and it was suggested that FS, Iceland participate in a proposed policy group to discuss safe manning standards.
09. The Conference **adopted** the Fisheries Policy as presented.
10. The incoming **Fisheries Section Coordinator** gave a presentation on the Fisheries Section priorities for 2024-2029, including updates on regional organising and ILO funded projects.
11. The **Chair** reported that Section membership had doubled since the last Congress and highlighted the great work of the team. Due to staff departures, only two permanent members of staff were left to run multiple projects, globally. This was a concern and he requested the secretariat have discussions to solve the concerns and that this be noted in the report.
12. The **Conference** shared the concern and affiliates made contributions to request suitable resources to ensure the work continued. The following affiliates requested that their comments be noted:
 - **Muller** (CONTTMAF, Brazil);
 - **Del Gaudio** (UTT, Uruguay);
 - **Islam** (BNSF, Bangladesh);
 - **Sudan** (CPOFPCM, Argentina) and
 - **Es-Saddyky** (UMT, Morocco)
13. The **ITF General Secretary** reported that there was a lot of connection between the ITF's Six Demands and the ongoing work of the Section, highlighting the groundbreaking work in Thailand, West Africa and the UK and Ireland.
14. The Conference **noted** that the Executive Board would decide on allocation of resources but that that the ambitions of the Section could not be delivered without the necessary resources.
15. The Conference **adopted** the Fisheries Section Priorities for 2024 – 2029 as presented.

16. The provisional governance schedule for the Fisheries Section for 2024 – 2029 was **endorsed** as follows:

2025	June Fisheries Section Committee	
2026	June Fisheries Section Committee	September Fisheries Section Conference
2027	June Fisheries Section Committee	
2028	June Fisheries Section Committee	
2029	June Fisheries Section Committee	

AGENDA ITEM 5: MOTIONS

17. All motions referred by the Resolutions Committee were covered under Agenda item 3.

AGENDA ITEM 6: ELECTIONS

Terms of Reference

18. The Terms of Reference of the Fisheries Section Committee were **endorsed** as presented (**Annex 1**).

Committee Elections

19. The following Section Officer positions were **elected** by the Conference:

Position	Name	Union	Country
Chair	Johnny Hansen	NSU	Norway
1 st Vice Chair	Kenji Takahashi	JSU	Japan
2 nd Vice Chair	Angel Juan Navarro	SOMU	Argentina
Women Transport Workers' Representative	Glenda Frances Ono	WUSI	Solomon Islands
Young Transport Workers' Representative	Camila Baudoin	CCUOMM	Argentina

20. The Conference **endorsed** the composition of the Fisheries Section Committee, attached as **Annex 2**.



21. The Conference **noted** that a request had been made for an additional member of the Committee from the Arab World. It was **agreed** the secretariat would discuss, through the Regional Office, the possibility of increasing the Arab World members.

AGENDA ITEM 7: ANY OTHER BUSINESS

22. The **Conference** thanked the outgoing Fisheries Section Coordinator for his many years of work at the ITF and especially, his role as the first ever, standalone, Fisheries Section Coordinator. With Rossen Karavatchev as Section Coordinator, section membership had doubled, fisher organising had increased, and the Section had become the leading voice for industry standards, fisher welfare and fisher health and safety globally.
23. As there was no further business the **Chair** closed the meeting.

Annex 1**TERMS OF REFERENCE: FISHERIES SECTION
COMMITTEE**

Purpose

01. The Fisheries Section Committee shall deal with matters of concern related to the Fisheries Section of the ITF and shall make recommendations to the ITF Fisheries Section Conference and support the Executive Board on the development and implementation of global priorities.
02. The Fisheries Section Committee oversees the implementation of the Fisheries Section policies and work programme in line with the Congress mandate.
03. Membership of the committee is dynamic, empowering affiliates through collective learning and decision-making.
04. Members of the Fisheries Section Committee shall:
 - a lead, promote and build the section strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies
 - e be involved and active in meetings.

Responsibilities

05. The Fisheries Section Committee shall be responsible for the coordination of the various committees, sub-committees and working parties established by the Fisheries Section.
06. The Fisheries Section Committee shall be empowered to take strategic decisions of an urgent nature in between meetings of the Fisheries Section and Fisheries Section Conferences.
07. The ITF Secretariat, will in consultation with the Section Chair, coordinate the activities of the Section Committee and may, from time to time, call on affiliates to undertake certain tasks from the Section Committees activities.

Reporting and relationship with other bodies

08. The Fisheries Section Committee shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF) and other third parties as appropriate to provide support on areas of mutual interest.

Composition

09. Membership of the Fisheries' Section Committee is elected at the occasion of the Fisheries Section Conference that takes place at each Ordinary Congress. All members of this Committee shall come from the ITF-affiliated unions declaring members in the Fisheries Section.
10. The Fisheries Section Committee consists of the following:

Ex-Officio Seats	Elected by general ballot of all members
Section Officers	Including a Chair, 1 st Vice Chair and 2 nd Vice Chair - who shall not come from the same region
Section Women Transport Workers' Representative	Who is a member of both the Section Committee and the Women Transport Workers' Committee
Section Young Transport Workers' Representative	Who is a member of both the Section Committee and Young Transport Workers' Committee
Section Regional Officers & Members	To be nominated by the region
Regional Chairs	Up to 6, one from each region
Africa	2 Members
Arab World	None – regional chair only (as above)
Asia / Pacific	4 Members
Europe	6 ETF Fisheries Section Committee members (of which 2 shall be reserved for Non-EU countries)
Latin America & Caribbean	3 Members
North America	None – regional chair only (as above)

11. A member of the committee can only hold one position, vacating their current position if they are elected to another role on the committee, with the exception of 1st Vice Chair and 2nd Vice Chair, who can also hold the position of Regional Chair.

Co-option

12. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
13. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.
14. Co-option is decided by a committee decision based on a recommendation by the Section Chair and Secretariat.

Advisers and Observers

15. Attendance is restricted to Fisheries Section Committee members. Advisers and observers may be permitted by the ITF Secretariat in consultation with the Section Chair and according to the following criteria:
- a Unions wishing to send advisers and observers must obtain agreement in advance from the ITF Secretariat, providing details of the reason for their attendance.
 - b There will be a restriction on the numbers of advisers and observers allowed to attend. The number will not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the meeting facilities.
 - c Advisers and observers will not normally be able to ask for the floor.
 - d Advisers and Observers will not have voting rights.
16. The Secretariat, in consultation with the Section Chair, shall be able to invite advisers and observers to attend meetings of the Fisheries' Section Committee when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the Committee.

Vacancies

17. Should a member vacate their position on the Fisheries' Section Committee for any reason in the period between Congresses, the following shall apply:

Section Chair	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Vice Chairs	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Women Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Women Transport Section Committee
Section Young Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Young Transport Workers Section Committee
Regional Chairs	Shall be referred to the appropriate regional governing body
Ordinary Members	Shall be referred to the appropriate regional governing body

Meetings

18. The Chair of the Section shall chair the Fisheries Section Committee. In the event that the Chair is not available, the 1st Vice Chair shall assume the Chair. Should

neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair will assume this responsibility.

19. The business of the Fisheries Section Committee will be conducted in English. However, if a member is unable to participate in English the ITF will, where agreed in advance, bear the attendance costs of the member's own interpreter.
20. The costs of participation are for the account of the affiliates concerned except where assistance has been agreed, in advance, with the ITF Secretariat.
21. There shall be at least one meeting a year as determined by the Secretariat, in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
22. Members at all times shall address the committee through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

Voting

23. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show of hands of elected members on a one person one vote basis.
24. Committee members cannot vote by proxy.

Subsidiary bodies

25. The Fisheries Section Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Fisheries Section Committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.
26. These procedures shall apply, where appropriate, to all subsidiary bodies of the Fisheries Section Committee.

Annex 2**FISHERIES SECTION COMMITTEE****16 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Johnny Hansen	NSU	Norway
1 st Vice Chair	Kenji Takahashi	JSU	Japan
2 nd Vice Chair	Angel Juan Navarro	SOMU	Argentina
Women Transport Workers' Representative	Glenda Frances Ono	WUSI	Solomon Islands
Young Transport Workers' Representative	Camila Baudoin	CCUOMM	Argentina
Africa			
Chair	Barthelemy Yao Kouassi	SYMAPECI	Cote d'Ivoire
Regional Member	Mireille Harerimana	FNTT-SI	Burundi
Regional Member	Henry Mukasa	UFAWU	Uganda
Arab World			
Chair	Noureddine Boulassel	FNTPA	Algeria
Asia/Pacific			
Chair	Kenji Takahashi	JSU	Japan
Regional Member	Seong Yong Park	FKSU	Korea
Regional Member	Genta Sumarlan	KPI	Indonesia
Regional Member	Glenda Frances Ono	WUSI	Solomon Islands
Regional Member	Ashiqul Alam Chowdhury	BNSF	Bangladesh
Europe (ETF Maritime Transport Section)			
Chair	Juan Manuel Trujillo	CCOO	Spain
Regional Member	Ludovic Peuch	CFDT	France
Regional Member	José Blanco	FeSMC-UGT	Spain
Regional Member	Vacant		



Regional Member	Vacant		
Regional Member (Non-EU)	Árni Sverrisson	FS	Iceland
Regional Member (Non-EU)	Vacant		
Latin America			
Chair	Angel Juan Navarro	SOMU	Argentina
Regional Member	Eric Alberto Riffo Paz	SIOMOT	Chile
Regional Member	Milton Rivas	SNTT	Colombia
Regional Member	Luis Rodrigues Leite Penteado	FNTTAA	Brazil
North America/Caribbean			
Chair	Vacant		



MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

INLAND NAVIGATION SECTION CONFERENCE

REPORT

15 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders was **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected** a Rapporteur to present the Conference report to the Congress and Tellers/Ballot Scrutineers, as below:

Rapporteur
Manoj Yadav, FSUI, India
Scrutineers/Tellers
Marcel van den Broek, NINL, Netherlands
Ricardo Ponzi, FNTTAA, Brazil
Don Marcus, IOMMP, USA
Manoj Yadav, FSUI, India

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

04. **Mast** (ILWU, USA) gave a presentation on the Congress Vision and Executive Board motions. Specifically she told Conference how difficult it was for women to enter and stay in the industry. She provided a negative example of Washington State Ferries who removed the position of cooks and formulated a new grade of Cook/AB. This dissuaded lots of women from entering and staying in the industry.
05. **De La Guardia** (UCOC, Panama) gave a presentation Inland Navigation Priorities for 2024 – 2029. The presentation highlighted progress made at the ILO, the establishment of the ITF tugboat network and the growth of affiliate engagement and productive cooperation in Latin America.

- 06. In support of the workplan, **Islam** (BNSF, Bangladesh) highlighted the need for social security, improved conditions and standards in the sector in Bangladesh.
- 07. The Conference considered the following Motions referred by the Resolutions Committee:

Motion 4: The Panama Canal as a keystone of the world’s supply chains.

Moved: **Camazon**, UCOC, Panama

Seconded: **Marcus**, IOMMP, USA

The motion was **adopted** as presented.

Motion 14: To strengthen the structure of the ITF Inland Navigation working group in our region

Moved: **Moreno**, CPOFPCM, Argentina

Seconded: **Ponzi**, FNTTAA, Brazil

The motion was **adopted** as presented.

- 08. The Conference **adopted** the Inland Navigation Priorities for 2024 – 2029 as presented.
- 09. The provisional governance schedule for the Inland Navigation Section for 2024 – 2029 was **endorsed** as follows:

2025	June Inland Navigation Section Committee	
2026	June Inland Navigation Section Committee	September Inland Navigation Section Conference
2027	June Inland Navigation Section Committee	
2028	June Inland Navigation Section Committee	
2029	June Inland Navigation Section Committee	

AGENDA ITEM 4: MOTIONS

- 10. All Motions referred by the Resolutions Committee were covered under Agenda item 3.

AGENDA ITEM 5: ELECTIONS



5.1 Terms of Reference

11. The Terms of Reference of the Inland Navigation Section Committee were **endorsed** as presented (**Annex 1**).

5.2 Committee Elections

12. Following a call for nominations in advance of the conference, two nominations were received for the position of Section Chair:
- Jacques Kerkhof, BTB-ABVV, Belgium
 - Jason Woods, ILWU, Canada
13. A secret, electronic membership vote was taken. **Kerkhof** was **elected** Chair.
14. The following Section Officer positions were **elected** by the Conference:

Position	Name	Union	Country
Chair	Jacques Kerkhof	BTB-ABVV	Belgium
1 st Vice Chair	Mariano Moreno	CPOFPCM	Argentina
2 nd Vice Chair	Chowdhury Ashiqul Alam	BNSF	Bangladesh
Women Transport Workers' Representative	Olga Losynska	ver.di	Germany
Young Transport Workers' Representative	Matias Hernan Vargas	SOMU	Argentina

15. The Conference **endorsed** the composition of the Inland Navigation Section Committee, attached as **Annex 2**.

AGENDA ITEM 6: ANY OTHER BUSINESS

16. **Vilar** (SICONARA, Argentina) denounced the restrictions on the right to strike and protest in Argentina and asked the Conference for support in their struggle.
17. **Moreno** (CPOFPCM, Argentina) also asked the conference for support for the trade union struggle to prevent the closure of a maritime training school in Argentina.
18. **Hernandez** (Fedotrazonas, Dominican Republic) informed delegates about the struggle of a new union attempting to organise tug boat workers. The union did not declare members to the section but was advised to do this in order to support their negotiations with Svitzer subsidiaries.

19. As there was no further business the **Chair** closed the meeting.



Annex 1**TERMS OF REFERENCE: INLAND NAVIGATION SECTION
COMMITTEE**

Purpose

01. The Inland Navigation Section Committee shall deal with matters of concern related to the Inland Navigation Section of the ITF and shall make recommendations to the ITF Inland Navigation Section Conference and support the Executive Board on the development and implementation of global priorities.
02. The Inland Navigation Section Committee oversees the implementation of the Inland Navigation Section policies and work programme in line with the Congress mandate.
03. Membership of the committee is dynamic, empowering affiliates through collective learning and decision-making.
04. Members of the Inland Navigation Section Committee shall:
 - a lead, promote and build the section strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination.
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.
 - e be involved and active in meetings.

Responsibilities

05. The Inland Navigation Section Committee shall be responsible for the coordination of the various committees, sub-committees and working parties established by the Inland Navigation Section.
06. The Inland Navigation Section Committee shall be empowered to take strategic decisions of an urgent nature in between meetings of the Inland Navigation Section and Inland Navigation Section Conferences.
07. The ITF Secretariat, will in consultation with the Section Chair, coordinate the activities of the Section Committee and may, from time to time, call on affiliates to undertake certain tasks from the Section Committees activities.

Reporting and relationship with other bodies

08. The Inland Navigation' Section Committee shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF) and other third parties as appropriate to provide support on areas of mutual interest.

Composition

09. Membership of the Inland Navigation' Section Committee is elected at the occasion of the Inland Navigation' Section Conference that takes place at each Ordinary Congress. All members of this Committee shall come from the ITF-affiliated unions declaring members in the Inland Navigation Section.
10. The Inland Navigation' Section Committee consists of the following:

Ex-Officio Seats	Elected by general ballot of all members
Section Officers	Including a Chair, 1 st Vice Chair and 2 nd Vice Chair - who shall not come from the same region
Section Women Transport Workers' Representative	Who is a member of both the Section Committee and the Women Transport Workers' Committee
Section Young Transport Workers' Representative	Who is a member of both the Section Committee and Young Transport Workers' Committee
Regional Officers	To be nominated by the region
Regional Chairs	Up to 6, one from each region
Regional Members	
Africa	None – regional chair only (as above)
Arab World	None – regional chair only (as above)
Asia / Pacific	2 Regional Members
Europe	3 Regional Members (1 should be reserved for the IW SSDC Spokesperson)
Latin America	3 Regional Members
North America & Caribbean	1 Regional Member

11. A member of the committee can only hold one position, vacating their current position if they are elected to another role on the committee, with the exception of 1st Vice Chair and 2nd Vice Chair, who can also hold the position of Regional Chair.

Co-option



12. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
13. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.
14. Co-option is decided by a committee decision based on a recommendation by the Section Chair and Secretariat.

Advisers and Observers

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 - a Unions wishing to send advisers and observers must obtain agreement in advance from the ITF Secretariat, providing details of the reason for their attendance.
 - b There will be a restriction on the numbers of advisers and observers allowed to attend. The number will not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the meeting facilities.
 - c Advisers and observers will not normally be able to ask for the floor.
 - d Advisers and Observers will not have voting rights.
16. The Secretariat, in consultation with the Section Chair, shall be able to invite advisers and observers to attend meetings of the Inland Navigation' Section Committee when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the Committee.

Vacancies

17. Should a member vacate their position on the Inland Navigation Section Committee for any reason in the period between Congresses, the following shall apply:

Section Chair	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Vice Chairs	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Women Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Women Transport Section Committee
Section Young Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section

	committee and endorsed by the ITF Young Transport Workers Section Committee
Regional Chairs	Shall be referred to the appropriate regional governing body
Regional Members	Shall be referred to the appropriate regional governing body

Meetings

18. The Chair of the Section shall chair the Inland Navigation Section Committee. In the event that the Chair is not available, the 1st Vice Chair shall assume the Chair. Should neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair will assume this responsibility.
19. The business of the Inland Navigation Section Committee will be conducted in English. However, if a member is unable to participate in English the ITF will, where agreed in advance, bear the attendance costs of the member's own interpreter.
20. The costs of participation are for the account of the affiliates concerned except where assistance has been agreed, in advance, with the ITF Secretariat.
21. There shall be at least one meeting a year as determined by the Secretariat, in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
22. Members at all times shall address the committee through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

Voting

23. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show of hands of elected members on a one person one vote basis.
24. Committee members cannot vote by proxy.

Subsidiary bodies

25. The Inland Navigation Section Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Inland Navigation Section Committee

who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.

26. These procedures shall apply, where appropriate, to all subsidiary bodies of the Inland Navigation Section Committee.



Annex 2**INLAND NAVIGATION SECTION COMMITTEE****15 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Jacques Kerkhof	BTB-ABVV	Belgium
1 st Vice Chair	Mariano Moreno	CPOFPCM	Argentina
2 nd Vice Chair	Chowdhury Ashiqul Alam	BNSF	Bangladesh
Women Transport Workers' Representative	Olga Losynska	ver.di	Germany
Young Transport Workers' Representative	Matias Hernan Vargas	SOMU	Argentina
Africa			
Chair	Brigitte Sharadi	CSC/TRANSCOM	Congo (DRC)
Arab World			
Chair	Hossam El Din Mustafa	GTUMTW	Egypt
Asia/Pacific			
Chair	Chowdhury Ashiqul Alam	BNSF	Bangladesh
Regional Member	Manoj Yadav	FSUI	India
Regional Member			
Europe (ETF Inland Waterways Section)			
Chair	Jacques Kerkhof	BTB-ABVV	Belgium
Regional Member (IW SSDC Spokesperson)	Bert Klein	Nautilus International (NL)	Netherlands
Regional Member	Olga Losynska	ver.di	Germany
Regional Member			
Latin America			
Chair	Mariano Moreno	CPOFPCM	Argentina
Regional Member	Ricardo Ponzi	FNTTA	Brazil
Regional Member	Francisco del Gaudio	UTT	Uruguay



Regional Member	Matias Vargas	SOMU	Argentina
North America/Caribbean			
Chair	Jason Woods	ILWU	Canada
Regional Member	Eduardo Iglesias	IOMMP	USA

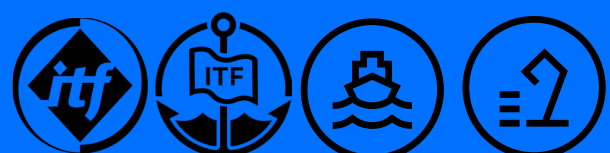


MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

JOINT SEAFARERS AND DOCKERS CONFERENCE REPORT

17 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference elected a Rapporteur to present the Conference report to the Congress and Tellers/Ballot Scrutineers, as below.

Rapporteur
Mostafa Ouardane, UMT, Morocco
Scrutineers/Tellers
Ali Mzee Ally, ZASU, Tanzania & Zanzibar
Mahmoud Edbeis, GUPW, Jordan
Tung Tong Chung, MNOG, Hong Kong, China
Svetlana Gjurdazjana, UTAF, Latvia
Cecilia de Fatima Rodrigues, FNTTAA, Brazil
Rob Ashton, ILWU, Canada

AGENDA ITEM 3: MEXICO CITY POLICY REVIEW

04. The **Maritime Policy Adviser** gave a presentation on the report of the Mexico City Policy Review. The **Conference** discussed the report. The following affiliates spoke in support of the recommended revisions:

- **Chalard**, FOMM UGICT CGT, France
- **Gomes**, NUSI, India
- **Abdul Razzak**, KPT DWU, Pakistan
- **Muller**, CONTTMAF, Brazil
- **Alpozzo**, FNSM CGT, France
- **Desai**, TDWU, India

05. The Conference **adopted** the new Marrakech Policy.

AGENDA ITEM 4: CONGRESS VISION AND 2024-2029 PRIORITIES

06. The Conference **adopted** the Joint Seafarers and Dockers sections priorities for 2024-2029, as presented.
07. The provisional governance schedule for the Joint Seafarers and Dockers sections for 2024-2029 was **endorsed** as follows:

2025	May FPCSG	November FPCSG
2026	May FPCSG & FPC	November FPCSG
2027	May FPCSG	November FPCSG
2028	May FPCSG & FPC	November FPCSG
2029	May FPCSG	

08. **Lovén**, AKT, Finland, spoke on the impact of the Finnish right-wing government on trade union rights and the FOC Campaign, and the danger of right-wing politics to all unions.

AGENDA ITEM 5: MOTIONS

09. The Conference considered the following Motions referred by the Resolutions Committee, as follows:

Motion 7: Protecting seafarers' rights and enlarging trade union services for seafarers – promoting global solidarity – ensuring effective implementation of Mexico City Policy.

The motion was **withdrawn** by the mover, **Grigoryuk**, MTWTU, Ukraine on the basis that it would be referred for further discussion by the Fair Practices Committee.

Motion 12: Support for the International Bargaining Forum

Moved: **Oca**, AMOSUP, Philippines

Seconded: **Kandalgaonkar**, NUSI, India

The motion was **adopted**, including Amendment 1.

Motion 16: Australian strategic fleet

Moved: **Myers**, MUA, Australia

Seconded: **Moran**, AMOU, Australia

The Motion was **adopted** as presented.

Motion 17: ITF offshore continental shelf policy review.

Moved: **Mayo**, MUA, Australia

Seconded: **Williams**, MUNZ, New Zealand

The motion was **adopted**, including Amendment 1

Motion 26: Promoting the future of work for young maritime workers.

Moved: **Pereira Ventura**, ver.di, Germany

Seconded: **Grigoryuk**, MTWTU, Ukraine

The motion was **adopted**, including Amendment 1.

Motion 27: Motion for the protection of maritime cabotage in Chile

Moved: **Azua**, SI.MAR, Chile

Seconded: **Given**, SIU, Canada

The motion was **adopted** as presented.

AGENDA ITEM 6: ELECTIONS

6.1 Terms of Reference

10. The Terms of Reference for both the Fair Practices Committee and FPC Steering Group were **endorsed** as presented (**Annex 1 and 2**).

6.2 Fair Practices Committee (FPC)

11. The Conference **endorsed** the revised composition of the Fair Practices Committee.
12. The Conference **agreed** the full membership of the Fair Practices Committee, as presented (**Annex 3**).

6.3 FPC Steering Group (FPCSG)

13. The Conference **agreed** the full membership of the FPC Steering Group, as presented (**Annex 4**).

AGENDA ITEM 7: ANY OTHER BUSINESS

7.1 Gold Awards

14. A Gold Award was given to Mykhailo Kirieiev, MTWTU, Ukraine.

15. A Gold Award was given to Remo di Fiore, FIT-CISL, Italy.
16. A Gold Award was given to Johan Øyen, NSU, Norway.
17. A Gold Award was given posthumously to Severino Almeida Filho, Sindmar, Brazil. The award was accepted by Carlos Muller.
18. A Gold Award was given to Christy Cain, MUA, Australia.
19. A Gold Award was given to Willie Adams, ILWU, USA.
20. As there was no further business the **Chair** closed the Conference.



Annex 1**TERMS OF REFERENCE: ITF FAIR PRACTICES
COMMITTEE (FPC)****Purpose**

01. The Fair Practices Committee (FPC) shall deal with matters of concern related to the FOC/POC Campaign, provide strategic direction and oversee the implementation of the FOC/POC Campaign.
02. Membership of the committee is dynamic, empowering affiliates through collective learning and decision-making.
03. Members of the Fair Practices Committee shall:
 - a lead, promote and build the FOC/POC Campaign strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination.
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.
 - e be involved and active in meetings.

Responsibilities

04. The Fair Practices Committee shall be responsible for developing FOC/POC Campaign policies and work programme.
05. The Fair Practices Committee shall be responsible for the coordination of the various committees, sub-committees and working groups established.
06. The Fair Practices Committee shall devolve decision-making powers to the FPC Steering Group.

Reporting and relationship with other bodies

07. The Fair Practices Committee shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF) and other third parties as appropriate to provide support on areas of mutual interest.

Composition

08. Membership of the Committee is elected at the occasion of the Joint Seafarers' and Dockers' Conference that takes place at each Ordinary Congress.



09. The Committee consists of 126 members, 24 of which are ex-officio seats:

	Seafarers' Section	Dockers Section
Section Chair	1	1
Section Vice Chairs	2	2
Regional Chairs/Vice Chairs	Up to 6	Up to 6
Women Transport Workers' Representative	1	1
Young Transport Workers' Representative	1	1
TOTAL	11	11
Fisheries Section Chair		1
Inland Navigation Section Chair		1
GRAND TOTAL		24

10. The remaining 102 seats (country seats) are determined, taking into account the following:
- a affiliates with the largest number of declared seafarer and docker members;
 - b regional breakdown of the ITF's maritime membership at the time of election (each Congress);
 - c affiliates with established involvement/contribution to the FOC and/or POC Campaigns;
 - d affiliates whose increased involvement would benefit the FOC and/or POC Campaigns;
 - e affiliates whose involvement would help meet the ITF's strategic objectives.
11. Dockers and seafarers will be equally represented on the Committee.
12. Nominations within each country should, wherever possible, be the subject of agreement between the unions concerned. Unions should wherever possible, give consideration to suitable women and young worker candidates.
13. In countries where there is more than one ITF maritime affiliate, no more than one FPC seat should normally be allocated to one union. Where possible, national unions should reach a consensus on the allocation of seats. However, where consensus cannot be reached, the positions should be elected by a membership vote of the national unions within the relevant section. If this does not reach a successful conclusion, a secret ballot will take place amongst all affiliates in the appropriate section.
14. Where possible, the national procedure for nominations to the FPC positions are recommended to take place before Congress and report in to the ITF Secretariat in advance or at Congress.

Advisers and Observers



15. Attendance is restricted to Committee members, with advisers and observers permitted according to the following criteria:
- Those persons specifically granted observer status (e.g. Task Force Chairs) will be allowed to attend as observers.
 - Unions wishing to send advisers and observers must obtain agreement in advance from the Joint Chairs and ITF Maritime Coordinator.
 - There is a restriction on the numbers of advisers and observers allowed to attend.
 - The number of advisers and observers should not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the conference facilities.
 - Participation costs of advisers and observers will be for the account of the union concerned, except for those specifically granted observer status (e.g. Task Force Chairs).
 - Advisers and Observers will not have voting rights.
16. The Secretariat, in consultation with the Joint Chairs, shall be able to invite advisers and observers to attend meetings of the Fair Practices Committee when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the Committee.

Vacancies

17. Membership is personal and no substitutes are permitted. Should a member vacate their position on the Fair Practices Committee for any reason in the period between Congresses, the following shall apply:

Ex-Officio Seats	Shall be addressed in accordance with the relevant section committee terms of reference to which they are an ex-officio member.
Ordinary Seat	<p>Written notification should be sent to the ITF General Secretary advising of the resignation and include details of the nomination of the permanent replacement.</p> <p>In countries where there is more than one affiliate from the relevant section, the national unions should reach a consensus on the replacement nominee. If consensus cannot be reached, the position may remain vacant until the next Joint Seafarers & Dockers Conference and elections take place.</p>

Meetings

18. The Committee meets twice in an inter-congress period.



19. Committee meetings are co-chaired by the Chairs of the Seafarers' and Dockers' Sections. In the event that the one of the Chairs is not available, the relevant section 1st Vice Chair shall assume the Co-Chair. Should neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair of the relevant section will assume this responsibility.
20. The Committee will be supplied with documentation in various languages. Interpretation will be provided at meetings in various languages.
21. Where a member is not competent in any of the ITF's working languages, the member may, with prior agreement, be accompanied by an interpreter. Interpreters may not intervene in their own right.
22. The costs of members' attendance is funded by the ITF.
23. Members at all times shall address the committee through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

Motions

24. The rules and procedures of Motions for Fair Practices Committee shall apply as laid out in the ITF Guidance to Conference Motions.

Voting

25. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote by show of hands may be requested by at least three members of the Committee. A simple majority will suffice.
26. Committee members cannot vote by proxy.
27. The Chair has a casting vote.

Subsidiary bodies

28. The Fair Practices Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Fair Practices Committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.
29. These procedures shall apply, where appropriate, to all subsidiary bodies of the Fair Practices Committee.



Annex 2**TERMS OF REFERENCE: ITF FAIR PRACTICES
COMMITTEE STEERING GROUP (FPCSG)****Purpose**

01. The Fair Practices Committee Steering Group's (FPCSG) decision-making powers are delegated by the FPC.
02. The FPC Steering Group (FPCSG) shall deal with matters of concern related to the FOC/POC Campaign, provide strategic direction, and oversee the implementation of the FOC/POC Campaign.
03. Membership of the Steering Group is dynamic, empowering affiliates through collective learning and decision-making.
04. Members of the FPC Steering Group shall:
 - a lead, promote and build the FOC/POC Campaign strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination.
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.
 - e be involved and active in meetings.

Responsibilities

05. The FPC Steering Group shall be responsible for recommending policy, monitoring the implementation of policy and overseeing the running of the FOC/POC Campaign, including the following:
 - a Monitor and develop the strategy and direction of the FOC Campaign;
 - b Deal with the scope and application of ITF acceptable collective agreements and related matters;
 - c Oversee/monitor the ITF inspectors, their performance and reliance;
 - d Establish and oversee the work of the FOC Campaign related task groups;
 - e Designate FOC registries;
 - f Consider new initiatives and means for expanding and developing the FOC Campaign;
 - g Make recommendations to the appropriate ITF bodies on the practical implementation of FOC policies and on any other matters relating to the effectiveness of the Campaign;



- h Investigate instances of non-compliance with ITF policy and deal with disputes;
 - i Deal with any other issue that may be referred to it by the FPC.
06. Reports, findings and recommendations of the FPC Steering Group will be submitted to the Fair Practices Committee.

Reporting and relationship with other bodies

07. The FPC Steering Group shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF) and other third parties as appropriate to provide support on areas of mutual interest.

Composition

08. Membership of the FPC Steering Group is elected at the occasion of the Joint Seafarers' and Dockers' Conference that takes place at each Ordinary Congress.
09. The FPC Steering Group consists of 46 members, 24 of which are ex-officio seats:

	Seafarers' Section	Dockers Section
Section Chair	1	1
Section Vice Chairs	2	2
Regional Chairs/Vice Chairs	Up to 6	Up to 6
Women Transport Workers' Representative	1	1
Young Transport Workers' Representative	1	1
TOTAL	11	11
Fisheries Section Chair		1
Inland Navigation Section Chair		1
GRAND TOTAL		24

10. The remaining 22 seats (regional seats) are determined, taking into account the following:
- a affiliates with established involvement/contribution to the FOC and/or POC Campaigns; and
 - b regional breakdown of the ITF's maritime membership at the time of the election (each Congress).
11. Dockers and seafarers will be equally represented on the FPC Steering Group.
12. The 22 regional seats are distributed as follows:

Region	Number of regional seats on FPC-SG		Notes
	Seafarers	Dockers	
Africa	1	1	

Arab World	1	1	Each region will have an equal number of seafarers' and dockers' seats.
Asia Pacific	3	3	
Europe	4	4	
Latin America & Caribbean	1	1	
North America	1	1	
TOTAL	11	11	

13. Any FPC member not already occupying an ex-officio seat can be elected to one of the 22 regional seats.

Advisers and Observers

14. Attendance is restricted to FPC Steering Group members, with advisers and observers permitted according to the following criteria:
- Those persons specifically granted observer status (e.g. Task Force Chairs) will be allowed to attend as observers.
 - Unions wishing to send advisers and observers must obtain agreement in advance from the Joint Chairs and ITF Maritime Coordinator.
 - There will be a restriction on the numbers of advisers and observers allowed to attend.
 - The number of advisers and observers should not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the conference facilities.
 - Participation costs of advisers and observers will be for the account of the union concerned, except for those specifically granted observer status (e.g. Task Force Chairs).
 - Advisers and observers will not normally be able to ask for the floor. Invited observers (e.g. Task Force Chairs) will be invited to speak by the Chair.
 - Advisers and Observers will not have voting rights.
15. The Secretariat, in consultation with the Joint Chairs, shall be able to invite advisers and observers to attend meetings of the FPC Steering Group when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the meeting.

Vacancies

16. Membership is personal and no substitutes are permitted. Should a member vacate their position on the FPC Steering Group for any reason in the period between Congresses, the following shall apply:

Ex-Officio Seats	Shall be addressed in accordance with the relevant section committee terms of reference to which they are an ex-officio member.
Ordinary Seat	Written notification should be sent to the ITF General Secretary advising of the resignation and include details of the nomination of the permanent replacement.

Meetings

17. The FPC Steering Group meets 2 or 3 times per year.
18. FPC Steering Group meetings are co-chaired by the Chairs of the Seafarers' and Dockers' Sections. In the event that the one of the Chairs is not available, the relevant section 1st Vice Chair shall assume the Co-Chair. Should neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair of the relevant section will assume this responsibility.
19. The FPC Steering Group will be supplied with documentation in English only.
20. Where a member is unable to participate in English, the ITF will, where agreed in advance, bear the attendance costs of the member's own interpreter. Interpreters may not intervene in their own right.
21. The costs of members' attendance is funded by the ITF.
22. Members at all times shall address the Steering Group through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Steering Group members present.

Voting

23. Decisions of the FPC Steering Group shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote by show of hands may be requested by at least three members of the FPC Steering Group. A simple majority will suffice.
24. FPC Steering Group members cannot vote by proxy.
25. The Chair has a casting vote.

Subsidiary bodies

26. The FPC Steering Group has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the FPC Steering Group who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.



27. These procedures shall apply, where appropriate, to all subsidiary bodies of the FPC Steering Group.



Annex 3**Fair Practices Committee (FPC) Composition****17 October 2024**

Country	Ex-officio seats	Seafarers	Dockers
Africa			
Cameroon		Gouanfo Innocent SYNIMAC	
Ghana			Name TBC MDU
Kenya		Atie Ramadhan	Edwin Wasonga DUK
Liberia	Name TBC Regional Chair (D)		
Mozambique		Ernesto Jose Bahule SINPOCAF	
Nigeria	Bob Joseph Yousou Regional Chair (S)		Francis Abi Bunu MWUN
Tanzania & Zanzibar		Ali Mzee Ally ZASU	
Arab World			
Algeria		Seddik Berrama FNNTT/UGTA	
Egypt			Hossam El Din Mustafa GTUMTW
Jordan			Mahmoud Edbeis GUPW
Libya	Nermin Al Sharif Regional Chair (S)		
Morocco	Mostafa Ouardane Regional Chair (D)		
Oman			Musallam Tabook GFOW
Asia/Pacific			
Australia	Paddy Crumlin Section Chair (D)	Martin Byrne AIMPE	Warren Smith MUA
Bangladesh		SM Shafiqur Rahman BSA	
Hong Kong, China		Tung Tong Chung MNOG	Hon Chung Chu HKSTL
India		Milind V Kandurgaonkar NUSI	PM Mohammed Haneef CPSA



Indonesia		Mathius Tambing KPI	Maryati Siregar FPPI
Japan	Yoshiyuki Ikeya Regional Chair (S)	Hiroyuki Watanabe AJSU	Masaya Tamada Zenkoku-Kowan
Malaysia			Alagu Balasubramaniam UNEPASS
Myanmar		Aung Kyan Lin IFOMS	
New Zealand			Carl Findlay MUNZ
Pakistan		Adam Panjri PSU	Abdul Razzak KPT DWU
Papua New Guinea			Mea Arua PNGMTWTU
Philippines	Conrad Oca 1st Vice Chair (S) Camille Simbulan Youth Rep (S)	Johnny Oca AMOSUP	Robert Oca PWUP
Singapore		Thomas Tay SMOU	Arasu Duraisamy SPWU
South Korea	Sang Sik Kim Regional Chair (D)	Seong Yong Park FKSU	Sang Sik Kim KFPTWU
South Pacific (Kiribati / Fiji)		Ioata Tim* KIOSU Kamlesh Kumar* TWU	
Sri Lanka			Ravindu Athukorala NUSS
Taiwan, China		Lieh-Jong Chang NCSU	
Europe			
Belgium	Marc Loridan Regional Chair (D) Nick Loridan Youth Co-Rep (D) Jacques Kerkhof Inland Navigation Chair	Kurt Callaerts ACV-Transcom	Stephanie van den Eede BTB-ABVV
Croatia		Neven Melvan SUC	
Cyprus			Charalambos Avgousti FTPAAW
Denmark		A Ole Philipsen Co-Sofart	Jan Villadsen 3F
Estonia		Jüri Lember ESU	
Finland		Kenneth Bondas FSU	Jarkko Arpula AKT



France		Thierry Le Guevel* CFDT Emmanuel Chalard* CGT	Laurent Le Floch FO
Germany		Susana Pereira Ventura ver.di	Maren Ulbrich ver.di
Great Britain	Mark Dickinson 2 nd Vice-Chair (S)	Name TBA	Mark Hughes Unite the Union
Greece		Emmanuel Tsikalakis PNO	
Ireland		Adrian Kane SIPTU	John Murphy SIPTU
Israel		Avi Levy ISOU	Eyal Yadin HISTADRUT
Italy		Francesco di Fiore FIT-CISL	Sara Tripodi FILT-CGIL
Latvia		Igors Pavlovs LSUMF	Svetlana Gjurdzjana UTAF
Lithuania		Aleksandras Kaupas LSU	Romas Liaudanskis IDU
Malta			Jason Deguara GWU
Montenegro		Jadranka Dajkovic IUWMST	Agim Mila IUWMST
Netherlands	Niek Stam 1 st Vice Chair (D)	Marcel Van den Broek NINL	Niek Stam FNV
Norway	Johnny Hansen Fisheries Section Chair	Hans Sande NSF	Terje Samuelsen NTF
Poland		Henryk Piatowski PSU	Marek Szymczak NSZZ
Portugal		Antonio A P Delgado SITEMAQ	
Romania		Aurel Stoica RSFU	Petre Costel FNSP
<i>Russia</i>			
Spain		José Ramón Piñeiro FeSMC-UGT	Jose Jorge Garcia Faerna FSC-CCOO
Sweden	Kenny Reinhold Regional Chair (S)	Kenny Reinhold SEKO	Jimmy Ovesson STF
Switzerland		Holger Schatz NICH	
Türkiye		Ural Cagirci* DAD-DER Irfan Mete* TDS	Fatih Özpınar Liman-İş

Ukraine		Mykhailo Kirieiev MTWTU	Oleg Grigoryuk MTWTU
Latin America/Caribbean			
Argentina		Marcos Castro CCUOMM	Roberto Coria SGYMGMRA
Barbados	Miracle-Ann King Youth Co-Rep (D)		
Brazil	Carlos Augusto Muller Regional Chair (S) Jose Zé Adilson Pereira Regional Chair (D) Lorena Pintor Silva Women's Rep (S)	Cecília de Fátima Rodrigues FNTTAA	
Chile		Héctor Azua Almeida SI.MAR	
Costa Rica			Liroy Perez Perez SINTRAJAP
Guatemala			Maynor Siajes Barillas STEPQ
Guyana			Sherwood Clarke CCWU
Jamaica			Wesley Nelson BITU
Mexico		Ysmael Garcia Muñoz ORDEN	
Panama		Vladimir Small Ortíz UIM	
Peru			Name TBA
Trinidad			Michael Annisette SWWTU
North America			
Canada	Chris Given Regional Chair (S) Jessica Isbister Women's Rep (D)	Michael Given SIU-CAN	Rob Ashton ILWU Canada
USA	David Heindel Section Chair (S) John Baker Regional Chair (D) Bobby Olvera Jr 2 nd Vice Chair (D)	Thomas Orzechowski SIU	Ed Ferris ILWU
TOTAL GRAND TOTAL= 127	25	51	51

Annex 4

FAIR PRACTICES COMMITTEE STEERING GROUP (FPCSG) – COMPOSITION

Country	Ex-officio seats	Seafarers	Dockers
Africa			
Ghana			Name TBA MDU
Liberia	Name TBA Regional Chair (D)	-	-
Nigeria	Bob Joseph Yousou Regional Chair (S)	-	-
Cameroon		Gouanfo Innocent SYNIMAC	-
Arab World			
Algeria		Seddik Berrama FNNT/UGTA	-
Jordan		-	Mahmoud Mansour Edbeis, GUPW
Libya	Nermin Al Sharif Regional Chair (S)	-	-
Morocco	Mostafa Ouardane Regional Chair (D)	-	-
Asia/Pacific			
Australia	Paddy Crumlin Section Chair (D)	-	-
Hong Kong, China		Tung Tong Chung MNOG	-
India		Milind V Kandalgaonkar NUSI	PM Mohammed Haneef CPSA
Japan	Yoshiyuki Ikeya Regional Chair (S)	-	Masaya Tamada Zenkoku-Kowan
Korea	Sang Sik Kim Regional Chair (D)	-	-
New Zealand		-	Carl Findlay MUNZ
Philippines	Conrad Oca 1st Vice Chair (S) Camille Simbulan Youth Rep (S)	-	-
Singapore		Thomas Tay SMOU	-

Europe			
Belgium	Marc Loridan Regional Chair (D) Nick Loridan Youth Co-Rep (D) Jacques Kerkhof Inland Navigation Chair	-	-
Croatia		Neven Melvan SUC	-
Cyprus		-	Charalambos Avgousti FTPAAW
Denmark		-	Karsten Kristensen 3F
Finland		Kenneth Bondas FSU	-
Germany		-	Maren Ulbrich Verdi
Great Britain	Mark Dickinson 2 nd Vice-Chair (S)	-	-
Greece		Emmanuel Tsikalakis PNO	-
Italy		Francesco di Fiore FIT-CISL	-
Netherlands	Niek Stam 1 st Vice Chair (D)	-	
Norway	Johnny Hansen Fisheries Section Chair	-	-
Sweden	Kenny Reinhold Regional Chair (S)	-	-
Ukraine		-	Oleg Grigoryuk MTWTU
<i>Agreed Observer</i>		<i>Sascha Meijer NINL, Netherlands</i>	<i>Svetlana Gjurdzjana UTAF, Latvia</i>
Latin America/Caribbean			
Argentina		Marcos Castro CCUOMM	-
Barbados	Miracle-Ann King Youth Co-Rep (D)		
Brazil	Carlos Muller Regional Chair (S) José Ze Adilson Pereira Regional Chair (D) Lorena Pintor Silva Women's Rep (S)	-	-
Trinidad & Tobago		-	Michael Annisette SWWTU
North America			



Canada	Chris Given Regional Chair (S) Jessica Isbister Women's Rep (D)	-	Rob Ashton ILWU
USA	Dave Heindel Section Chair (S) John Baker Regional Chair (D) Bobby Olvera Jr 2 nd Vice Chair (D)	Lars Turner MM&P	-
Ex-Officio Agreed Observers			
Cabotage Task Force Chair	Chris Given SIU, Canada		
Cruise Ship Task Force Chair	Johan Øyen NSU, Norway		
Offshore Task Force Group Chair	A Ole Philipsen Co-Sea, Denmark		
Ferries Task Force Chair	Ronny Øksnes NSU, Norway		

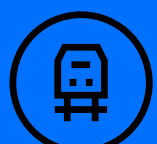


MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

RAILWAY WORKERS' SECTION CONFERENCE
REPORT

16 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected**:

Scrutineers/Tellers
Paul Boucher, Teamsters Canada (Rapporteur)
Sarawut Saranwong, SRUT, Thailand
Irvin Jim, NUMSA, South Africa
Audun Sør-Reime, NJF, Norway
Sherelle Cadogan, ASLEF, Great Britain
Saidi Lounis, FNC, Algeria

04. Simi Lalsingh (NFIR, India) was assigned to give the report back at Plenary.

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

05. The Chair introduced the following speakers to present on the key section workplan priorities for the period 2024- 2029:

ILO and UIC

06. **Claassens** (RTBU, Australia) noted the commitment to building structured collaboration & dialogue with international organisations to build global standards to regulate working conditions in the sector. An ILO tripartite technical meeting will take place 1-5 September, 2025.
07. **François Davenne**, UIC Secretary General, addressed the conference. He stressed the importance of being united in trying to find converging goals at the ILO

Technical meeting, in particular the integration of women in rail, especially young women, the promotion of railways as a central paradigm for the future of transport, and ensuring infrastructure is funded globally.

Expand and continue implementation of the Safe and Sustainable Rail Campaign

08. **Tuti** (SEV, Switzerland) outlined the key pillars of the campaign:
- Safety, Sustainability and Future of Work, Social Justice and Public ownership.
09. He noted the related Motions that had been referred to the Conference for debate on integrated railway systems and the promotion of railway infrastructure projects, and driverless trains.

Union building projects

10. **Halouani** (UMT, Morocco) outlined the plans to build stronger, more capable and adaptable unions to work on the challenges facing the sector, including in the Arab World, Southeast Asia, India and Pakistan. There would also be a focus on collaboration on multi-sectoral projects.

Strengthen gender equality and women's inclusion

11. **Fernandes** (FNTF, Brazil) outlined the plan for strengthening gender equality in the sector, including the Get Me Home Safely campaign, and further work on implementation of ILO Convention C190 on violence and harassment in the workplace.

Rail Freight and Warehousing

12. **Ajiji** (NUR, Nigeria) outlined the key focus of strengthening railway affiliates through organising workers in rail freight operations, mapping MNCs in rail in conjunction with the ITF Warehousing, Distribution and Logistics Steering Group, and focusing on the Belt & Road Initiative and rail freight corridors in various regions.

Disability Charter

13. **Kamal** (UMT, Morocco) introduced the Disability Charter, a landmark commitment to ensuring that disabled workers are fully supported in the workplace. This Charter is being developed further to the Motion on the rights of disabled workers passed at the ITF Railway Workers' Conference held in Johannesburg in 2023.
14. Interventions from the floor highlighted the following issues:
- **Boucher** (Teamsters, Canada) provided an update regarding a conflict involving two national freight carriers, CN and CPKC, which has undermined century-old collective bargaining agreements. He expressed concerns over a

challenge to the Labour Board's ruling, describing this unprecedented and unconstitutional referral as harmful not only to the rights of Teamster Canada members but also to the rights of all Canadian workers, particularly the rights to free collective bargaining and to strike. The Teamsters Canada Rail Conference have initiated a legal challenge against the Minister's referrals in the Federal Courts of Canada.

- **Bulavin** (TURWTCU, Ukraine) thanked the ITF family for the support it had received and spoke in support of the Disability Charter; this is a major issue for Ukrainian railway workers due to the high numbers of workers killed or injured whilst defending their country.
- **van Oort** (FNV, Netherlands) raised the issue of higher prices for passengers and degraded working conditions for workers; he spoke for the need to fight for decent work and against outsourcing, the need for investment and for governments and the private sector to work together to reduce carbon emissions and work towards a sustainable future. Privatisation is the enemy of the Railway Sector.

15. The Conference:

- **adopted the Railway Workers' Section Priorities for 2024-2029 as presented**
- **endorsed the Disability Charter as presented**
- **endorsed the Congress Vision and Executive Board Motions as presented.**

16. The provisional governance schedule for the Railway Workers' Section for 2024-2029 was **endorsed** as follows:

2025	April Railway Workers' Section Steering Committee
2026	April Railway Workers' Section Steering Committee
2027	April Railway Workers' Section Steering Committee September Railway Workers' Section Conference
2028	April Railway Workers' Section Steering Committee
2029	April Railway Workers' Section Steering Committee

AGENDA ITEM 4: MOTIONS

17. The Conference considered the Motions referred by the Resolutions Committee as follows:

Motion 3 (redrafted): Regarding driverless train operations

Moved: **Yamaguchi** (JRU, Japan)

Seconded: **Kummerfeld** (RTBU, Australia)

The redrafted motion was **adopted** as presented.

Motion 13: Investing in railways to tackle climate change

Moved: **Michnowicz** (ASLEF, Great Britain)

Seconded: **Wyllie** (RMT, Great Britain)

The motion was **adopted** as presented, including Amendment 1.

Motion 15: No dismantling of integrated rail companies and privatisation of the public transport sector

Moved: **Burkert** (EVG, Germany)

Seconded: **Hebenstreit** (vida, Austria)

The motion was **adopted** as presented, including Amendment 2.

Motion 39 (redrafted): Training our young people

Moved: **Bonnet** (CGT Cheminots, France)

Seconded: **Lusaka** (RAWU, Nigeria)

The redrafted motion was **adopted** as presented.

Emergency Motion 2: Trade union rights in Pakistan railways

Moved: **Naseem** (RWU, Open Line Pakistan)

Seconded: **Ozdemir** (BTS, Türkiye)

The Motion was **adopted** as presented.

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

18. The Terms of Reference and composition of the **Railway Workers' Section Steering Committee** were **endorsed** as presented (**Annex 1**).

5.2 Committee Elections

19. Following a call for nominations in advance of the Conference, nominations were received for the following positions:

Section Chair

- David Gobé, CGT, France
- Julio Sosa, La Fraternidad, Argentina

20. **Lynch** (RMT, Great Britain) spoke in support of the candidacy of Gobé.

21. **Benemerito** (UF, Argentina) spoken in support of the candidacy of Sosa.

Vice Chair

- Julio Sosa, La Fraternidad, Argentina
- Muhammad Naseem Rao, RWU, Pakistan
- Raul Sengo, SINPOCAF, Mozambique

Women Transport Workers' Representative

- Mary Sithole, TSSA, Great Britain
- Simi Lalsingh, NFIR, India

22. Following an electronic voting procedure, the following Global Committee positions were **elected** by the Conference:

Chair	Julio Sosa, La Fraternidad, Argentina
Vice Chair	Muhammad Naseem Rao, RWU, Pakistan
Vice Chair	Raul Sengo, SINPOCAF, Mozambique
Vice Chair (Urban Transport)	CA Rajasridhar, AIRF, India
Women Transport Workers' Representative	Simi Lalsingh, NFIR, India
Young Transport Workers' Representative	Preeti Singh, AIRF, India

23. The Conference **confirmed** the nominations from the regional electoral groups as presented, and **endorsed** the full composition of the Railway Workers' Section Steering Committee, attached as **Annex 2**.

AGENDA ITEM 6: ANY OTHER BUSINESS

24. A Gold Award was given to Julio Sosa, La Fraternidad, Argentina.

Annex 1

TERMS OF REFERENCE: RAILWAY WORKERS' SECTION STEERING COMMITTEE

Composition

01. The Railway Workers' Section Steering Committee is agreed at the Railway Workers' Section Conference that coincides with the ITF Congress and consists of the following:

- **Section Officers** – including a Chair and three Vice Chairs, by general ballot of all members;

If the Chair ceases for any reason to hold office in the period between Congresses, the matter shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.

- **Section Women Transport Workers' Representative** – who is a member of both the Section Committee and the Women Transport Workers' Committee; and
- **Section Young Transport Workers' Representative** – who is a member of both the Section Committee and the Young Transport Workers' Committee.

Vacancies to be referred to the relevant ITF Women or Young Transport Workers' committees

- **Africa** – Chair and 2 Vice Chairs – to be nominated by the region
- **Arab World** – Chair and 1 Vice Chair - to be nominated by the region, 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Asia/Pacific** – Chair, 3 Vice Chairs, 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Europe (ETF Railway Section)** – Chair, up to 3 Vice Chairs (providing they are members of both ETF and ITF), up to 3 Ordinary Members (providing they are members of both ETF and ITF), 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Latin America** – 1 Chair, 3 Vice Chairs
- **North America/ Caribbean** – 2 Co-Chairs

02. The Chair of the ITF Railway Global Task Force, established in July 2020, takes a permanent seat on the RWSSC, for the lifespan of the Global Task Force.

03. The RMT shall be co-opted to this committee for the duration of the Safe and Sustainable Railway Campaign, as agreed by the RWSSC in October 2019.

Vacancies to be referred to the appropriate regional governing bodies.

All members of this Committee shall come from ITF-affiliated unions.

At least one member from each region must sit on the relevant regional committee.

Decision:

A member of the committee can only hold one position, vacating their current position if they are elected to a more senior role

Co-option

04. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.

05. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.

Decision:

Co-option is decided by a committee decision based on a recommendation by the Section Chair and Secretary

Decision:

Co-opted members have no voting rights.

Voting

06. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show hands of elected members on one person one vote basis

Decision:

Committee members can vote in person but cannot vote by proxy. Substitute representation may be granted providing written permission is sought from the section Chair and Secretary. Substitutes are allowed to vote. Observers are not permitted to vote.

Purpose

07. The Railway Workers' Section Steering Committee shall deal with matters of concern related to the section, shall make recommendations to the ITF Railway Workers' Section Conference for its endorsement and support the Executive Board on the development and implementation of global priorities.

08. The Steering Committee oversees the implementation of the Railway Workers' Section policies and work programme in line with the Congress mandate.

09. Members of the Railway Workers' Section Steering Committee shall lead, promote and build the section strategy in their countries and regions. Membership of the

Steering Committee is dynamic, empowering affiliates through collective learning and decision-making.

10. The Steering Committee members to represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
11. The Steering Committee members to undertake regional coordination. In Europe, this should be the Chair of the ETF Railway Workers' Section Committee.
12. The Steering Committee shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

13. The Chairperson shall chair the Railway Workers' Section Steering Committee. In the event that the Chairperson is not available, a Vice-Chair will assume this responsibility.
14. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Steering Committee and support collaborative ways of working with Railway Workers' Section affiliates.
15. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Steering Committee in the capacity of Observer, and at their own cost, when they are actively involved in the projects and/or activities of the Railway Workers' Section work programme.
16. The business of the Steering Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
17. There shall be at least one meeting a year of the Steering Committee as determined by the secretariat in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
18. The Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the steering committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.

Annex 2**RAILWAY WORKERS' SECTION STEERING COMMITTEE****16 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Julio Sosa	La Fraternidad	Argentina
Vice Chair	Muhammad Naseem Rao	RWU	Pakistan
Vice Chair	Raul Sengo	SINPOCAF	Mozambique
Vice Chair (Urban Transport)	CA Rajasridhar	AIRF	India
Women Transport Workers' Representative	Simi Lalsingh	NFIR	India
Young Transport Workers' Representative	Preeti Singh	AIRF	India
Africa			
Chair	Innocent Luka Ajiji	NUR	Nigeria
Vice Chair	Mahamane Thienta	SYTRAIL	Mali
Vice Chair	Judith Lusaka	RAWU	Kenya
Arab World			
Chair	Ahmed Rachid Sennouni	UMT	Morocco
Vice Chair	Lounis Saidi	FNC	Algeria
Women Transport Workers' Representative	Thouraya Dilou	FGC	Tunisia
Young Transport Workers' Representative	Mohammed Qasim Bani Asad	GUISRW	Iraq
Asia/Pacific			
Chair	Alex Claassens	RTBU	Australia
Vice Chair	Vacant		
Vice Chair	Hideki Fukuda	SHITETSU- SOREN	Japan
Vice Chair	Todd Valster	RMT	New Zealand



Women Transport Workers' Representative	Divya Sharma	AIRF	India
Young Transport Workers' Representative	Banpot Sungkasuk	SRUT	Thailand
Europe			
Chair	Giorgio Tuti	SEV	Switzerland
Vice Chair	Audun Sør-Reime	NJF	Norway
Vice Chair	Helena Svobodová	OSZ	Czechia
Ordinary Member	Gerhard Tauchner	vida	Austria
Ordinary Member	Christian Tschigg	FIT-CISL	Italy
Women Transport Workers' Representative	Jolanta Skalska	EVG	Germany
Young Transport Workers' Representative	Eda Forner	FILT-CGIL	Italy
Latin America			
Chair	Julian Ariel Sosa Cappello	Sindicato La Fraternidad	Argentina
Vice Chair	Francisco Aparecido Felicio	FNTF	Brazil
Vice Chair	Roger Alvarado Santeliz	FBTTT	Venezuela
Vice Chair	Karina Fabiana Benemerito	UF	Argentina
North America/ Caribbean			
Co-Chair	Arthur P Maratea	TCU-IAM	USA
Co-Chair	Joel Kennedy	Unifor	Canada
Co-opted representatives			
SSR Campaign	Alex Gordon	RMT	Great Britain
Chair - Railway Workers Global Task Force	Vacant		

MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

ROAD TRANSPORT WORKERS' SECTION

CONFERENCE REPORT

15 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2. ELECTION OF RAPPOREUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected**:

Rapporteur
Murad Breik, GUTW, Palestine
Scrutineers/Tellers
Matt Draper, Unite the Union, Great Britain
Saleh Aladhem, DHLBTU, Bahrain
Tom Peeters, BTB-ABVV, Belgium (<i>Election rapporteur</i>)
Len Poirier, Unifor, Canada
Najeem Usman Yasin, NURTW, Nigeria
SungHee Oh, KPTU-TruckSol, South Korea

AGENDA ITEM 3. CONGRESS VISION AND 2024-2029 PRIORITIES

04. The ITF General Secretary gave a brief introduction to the Congress Vision and its significance for the Road Transport Workers' Section.

3.1 Five year priorities and strategy

05. The Chair introduced the priority work areas for the Road Transport Workers' Section, in relation to the Congress Vision document.
06. Inland Transport Senior Section Assistant (**Heinisch**) and ITF Strategy & Policy Coordinator (**Liem**) from the ITF Inland Transport Sections introduced the section's 2024-2029 comprehensive organising and campaigning approach to expand

membership, exercise power and transform the road transport industry to make it fair, safe, sustainable and inclusive.

07. The strategy takes an integrated approach, which consists of five elements:

- a mapping and data collection
- b organising workers, including in non-standard forms of employment
- c raising public awareness and building a strong public narrative linking decent work to social outcomes
- d setting industrial targets, strategically focusing on powerful transport and logistics companies and economic employers
- e winning strong supply chain regulations that embed unions.

08. A panel of affiliates presented the section's priority work areas as follows:

- **Kang** (KPTU-TruckSol, Korea), **McMillan** (TWU, Australia) and **Mihadi** (TAWU, Kenya): Expanding the global safe rates campaign, incorporating organising of cross-border and informal drivers in ecommerce and last mile and addressing sustainability goals, in connection with the other work areas.
- **Naikwade** (MSTKS, India): strengthening women's inclusion in road transport and creating equal workplaces through a gender transformative approach to supply chain strategies and organising.
- **Poirier** (Unifor, Canada) and **Sadek** (UMT, Morocco): Implementing a strategic approach to targeting, organising and negotiating with strategic global logistics companies with the aim of organising the market, raising labour, human rights and health and safety standards for all workers, and building solidarity and strength across borders.
- **Thyroke** (ver.di, Germany) and **Roa** (FPATRAT, Argentina): Winning and strengthening supply chain legislation and developing a network of inspector-organisers actively organising workers and gathering data that supports negotiations with key governments and industrial targets.
- **Patlax Hernandez** (STLTRMAS, Mexico): Developing the work on long-distance road passenger transport with the aim of researching business, employment and funding models and developing a strategy to improve rights, conditions and safety in the sector.

09. The following issues were raised from the floor:

- Expanding the safe rates campaign to improve rights and safety for platform workers.
- Addressing inward facing cameras and the use of AI in road transport vehicles.
- Highlighting the importance of taking up the work on long-distance passenger transport in the section and addressing the shortage of good jobs for workers in this sector.
- Addressing the issues facing women workers in the sector and strengthening women's leadership in the ITF.

- Resisting attacks on the rights of workers in transport and logistics companies in Turkey and around the world.

10. The Conference:

- **noted** the Congress Vision and Executive Board motions.
- **adopted** the Road Transport Workers' Section Priorities for 2024 – 2029 and strategy as presented.

11. The provisional governance schedule for the Road Transport Workers' Section for 2024 – 2029 was **endorsed** as follows:

2025	June Road Transport Workers' Section Steering Committee
2026	June Road Transport Workers' Section Steering Committee
2027	June Road Transport Workers' Section Steering Committee (virtual) September <i>Road Transport Worker's Section Conference</i>
2028	June Road Transport Workers' Section Steering Committee
2029	June Road Transport Workers' Section Steering Committee

AGENDA ITEM 4. MOTIONS

12. The Conference considered the following Motion referred by the Resolutions Committee as follows:

Motion 32: Scaling-up organising of cross-border and informal road transport workers.

Moved: **Rai** (NETWON, Nepal) / **Chandra Prakash Singh** (TEU, India)

Seconded: **Rabo** (UCRB, Burkina Faso)

The Motion was **adopted** as presented.

AGENDA ITEM 5. ELECTIONS

5.1 Terms of Reference

13. The Terms of Reference of the Road Transport Workers' Section Steering Committee were **endorsed** as presented (**Annex 1**).

5.2 Committee Elections

14. Following a call for nominations in advance of the conference, nominations were received for the following position:

Vice Chair (Urban Transport)

- José Antonio Naranjo Burcio, CCOO, Spain
- Julian Ehret, ver.di, Germany

15. Following an electronic voting procedure, **Julian Ehret** was duly elected to the position.

16. The following Global Committee positions were **elected** by the Conference:

Chair	Flemming Overgaard, 3F, Denmark
Vice Chair (Passenger)	Anita Rosentreter, First Union, New Zealand
Vice Chair (Freight)	Paulo Estausia, CNTTL, Brazil
Vice Chair (Urban Transport)	Julian Ehret, ver.di, Germany
Young Transport Workers' Representative	Murad Breik, GUTW, Palestine
Women Transport Workers' Representative	Karina Moyano, FNTCOTAC, Argentina

17. The Conference **confirmed** the nominations from the regional electoral groups as presented and **endorsed** the full composition of the Road Transport Workers' Section Steering Committee, attached as **Annex 2**.

18. The Conference further noted that the following positions would continue to be co-opted to the Road Transport Workers' Section Steering Committee:

- Chair and Vice Chair of the Warehousing, Distribution & Logistics Steering Group
- Chair of the Road Transport Economic Employers Sub-Committee
- ETF President
- Retail Supply Chain Project Lead

AGENDA ITEM 6. ANY OTHER BUSINESS

6.1 Gold Awards

19. A Gold Award was given to Tony Sheldon, TWU Australia.

20. A Gold Award was given to Marcel Zante, FESYTRATB, Burkina Faso; the award was accepted by Brahim Rabo, UCRB, and Marc Yameogo, General Secretary of FESYTRATB.
21. A Gold Award was given posthumously to Benito Bahena y Lome, ATM, Mexico; the award was accepted by Gerardo Martinez, General Secretary of ATM.



Annex 1

TERMS OF REFERENCE: ROAD TRANSPORT WORKERS' SECTION STEERING COMMITTEE

Composition

01. The Road Transport Workers' Section Steering Committee is agreed at the Road Transport Workers' Section Conference that coincides with the ITF Congress and consists of the following:

- **Section Officers** – including a Chair and three Vice Chairs: Vice Chair Passenger, Vice Chair Freight, Vice Chair Urban transport, by general ballot of all members;

If the Chair ceases for any reason to hold office in the period between Congresses, the matter shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.

- **Section Women Transport Workers' Representative** – who is a member of both the Section Committee and the Women Transport Workers' Committee; and
- **Section Young Transport Workers' Representative** – who is a member of both the Section Committee and the Young Transport Workers' Committee.

Vacancies to be referred to the relevant ITF Women or Young Transport Workers' committees

- **Africa** – Chair and 2 Vice Chairs – to be nominated by the region
- **Arab World** – Chair and 1 Vice Chair to be nominated by the region, 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Asia/Pacific** – Chair, 3 Vice Chairs, 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Europe (ETF Road Transport Section)** – Chair, up to 3 Vice Chairs (providing they are members of both ETF and ITF), up to 3 Ordinary Members (providing they are members of both ETF and ITF), 1 Women Transport Workers' Representative and 1 Young Transport Workers' Representative
- **Latin America/Caribbean** – 1 Chair, 3 Vice Chairs
- **USA** – Chair and 2 Vice Chairs
- **Canada** Chair and 2 Vice Chairs

02. The Road Transport Workers' Conference at the 44th ITF Congress in 2018 endorsed the co-option of the following positions to this committee for the life-span of the projects:

- **Chair of the Road Transport Economic Employers Sub-Committee**

- **Chair and Vice-Chair of the Warehousing, Distribution & Logistics Steering Group**

Vacancies to be referred to the appropriate regional governing bodies.

All members of this Committee shall come from ITF-affiliated unions.

At least one member from each region must sit on the relevant regional committee.

Decision:

A member of the committee can only hold one position, vacating their current position if they are elected to a more senior role.

Co-option

03. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.

04. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.

Decision:

Co-option is decided by a committee decision, based on recommendation by the section chair and secretary.

Decision:

Co-opted members have no voting rights.

Voting

05. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show hands of elected members on one person one vote basis.

Decision:

Committee members can vote in person but cannot vote by proxy. Substitute representation may be granted providing written permission is sought from the section Chair and Secretary. Substitutes are allowed to vote. Observers are not permitted to vote.

Purpose

06. The Road Transport Workers' Section Steering Committee shall deal with matters of concern related to the section, make recommendations to the ITF Road Transport Workers' Section Conference for its endorsement and support the Executive Board on the development and implementation of global priorities.

07. The Steering Committee oversees the implementation of the Road Transport Workers' Section policies and work programme in line with the Congress mandate.

08. Members of the Road Transport Workers' Section Steering Committee shall lead, promote and build the section strategy in their countries and regions. Membership of the Steering Committee is dynamic, empowering affiliates through collective learning and decision-making.
09. The Steering Committee members to represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
10. The Steering Committee members to undertake regional coordination. In Europe, this should be the Chair of the ETF Road Transport Workers' Section Committee.
11. The Steering Committee shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

12. The Chairperson shall chair the Road Transport Workers' Section Steering Committee. In the event that the Chairperson is not available, a Vice-Chair will assume this responsibility.
13. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Steering Committee and support collaborative ways of working with Road Transport Workers' Section affiliates.
14. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Steering Committee in the capacity of Observer, and at their own cost, when they are actively involved in the projects and/or activities of the Road Transport Workers' Section work programme.
15. The business of the Steering Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
16. There shall be at least one meeting a year as determined by the secretariat in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
17. The Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the steering committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.

Annex 2**ROAD TRANSPORT WORKERS' SECTION STEERING COMMITTEE****15 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Flemming Overgaard	3F	Denmark
Vice Chair (Passenger)	Anita Rosentreter	First Union	New Zealand
Vice Chair (Freight)	Paulo Estausia	CNTTL	Brazil
Vice Chair (Urban Transport)	Julian Ehret	ver.di	Germany
Young Transport Workers' Representative	Murad Breik	GUTW	Palestine
Women Transport Workers' Representative	Karina Moyano	FNTCOTAC	Argentina
Africa			
Chair	Gora Kouma	URS	Senegal
Vice Chair	Aliyu Issa Ore	NURTW	Nigeria
Vice Chair	Abathun Takele Sahele	TCWUIF	Ethiopia
Asia Pacific			
Chair	Michael Kaine	TWU	Australia
Vice Chair	Shoshin Yonaga	UNYU-ROREN	Japan
Vice Chair	Ajay Kumar Rai	NETWON	Nepal
Vice Chair	Natarajan Krishnamoorthy	GTCEPUF	India
Women Transport Workers' Representative	Sheela Naikwade	MSTKS	India
Young Transport Workers' Representative	Vacant		
Arab World			
Chair	Hamou Touahria	FNTPGC	Algeria
Vice Chair	Wajih Zidi	FNT	Tunisia

Position	Name	Union	Country
Women Transport Workers' Representative	Walaa Hussein	GTULTW	Egypt
Young Transport Workers' Representative	Ahmed Kandil	GTUPT	Egypt
Europe			
Chair	Stefan Thyroke	ver.di	Germany
Vice Chair	Tom Peeters	BTB-ABVV	Belgium
Vice Chair	Elisa Gigliarelli	FILT-CGIL	Italy
Women Transport Workers' Representative	Liesbet Verboven	ACV-CSC Transcom	Belgium
Young Transport Workers' Representative	Lyubomir Drenski	FTTUB	Bulgaria
Latin America			
Chair	Juan Rafael Aranda	FNTCOTAC	Argentina
Vice Chair	Valdir de Souza Pestana	FTTRESP	Brazil
Vice Chair	José Clodomiro Sandoval Pino	FENASICOCH	Chile
Vice Chair	Miguel Alfaro	ASiMM	Argentina
North America & Caribbean			
Chair – USA	John A. Costa	ATU	USA
Vice Chair – USA	Christine Scott	TWU	USA
Vice Chair – Caribbean	Shirlet Simons	BIU	Bermuda
Chair – Canada	Len Poirier	Unifor	Canada
Vice Chair – Canada	Brian MacDonald	Teamsters Canada	Canada
Vice Chair – Canada	Jody Hutton	CUPW	Canada
Co-opted positions			
Chair – WDL Steering Group	Matt Draper	Unite the Union	Great Britain
Vice Chair – WDL Steering Group	Mahendra Tukaram Gharat	NMGKS	India
Vice Chair – WDL Steering Group	Oscar Borda	FNTCOTAC	Argentina

Position	Name	Union	Country
Chair – RTEESC	Michael Kaine	TWU	Australia
ETF President	Frank Moreels	BTB-ABVV	Belgium
Retail Supply Chain Project Lead	Edwin Atema	FNV	Netherlands

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ITF CONGRESS 2024

SEAFARERS SECTION CONFERENCE REPORT

16 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The standing orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected** a Rapporteur to present the Conference report to the Congress and Tellers/Ballot Scrutineers, as below:

Rapporteur
Lena Dyring, NSU, Norway
Scrutineers/Tellers
Innocent Gouanfo, SYNIMAC, Cameroon
Seddik Berrama, FNTT, Algeria
Sunil Nair, NUSI, India
Sascha Meijer, NINL, Netherlands
Carlos Muller, CONTTMAF, Brazil
Jason Woods, ILWU Canada, Canada

AGENDA ITEM 3: CONGRESS VISION AND 2024 – 2029 PRIORITIES

04. **Liew** (SMOU, Singapore) gave a presentation on the Congress Vision and Executive Board motions, focusing on the Seafarers Section's priorities.
05. The following issues were raised during the discussion:
 - Health and safety, including mental health of seafarers as a core issue for the section; and
 - Just transition initiatives, and a focus on attractiveness of the industry as a view toward future of work

06. The Conference **endorsed** the Congress Vision and Executive Board Motions as presented.
07. **Pereira Ventura** (ver.di, Germany) gave a presentation on the Seafarers Section workplan priorities and proposed the governance meetings for 2024 – 2029.
08. The Conference **adopted** the Seafarers Section Priorities for 2024 – 2029 as presented.
09. The provisional governance schedule for the Seafarers Section for 2024 – 2029 was **endorsed** as follows:

2025	May Seafarers' Section Committee	November Seafarers' Section Committee
2026	May FPC	November Seafarers' Section Committee
2027	May Seafarers' Section Committee	November Seafarers' Section Committee
2028	May Seafarers' Section Conference & FPC	November Seafarers' Section Committee
2029	May Seafarers' Section Committee	

AGENDA ITEM 4: MOTIONS

10. The Conference **considered** the following Motions referred by the Resolutions Committee as follows:

Motion 22: Motion to address the ineffectiveness of Shipping P&I Club Insurance

Moved: **Zec** (SUC, Croatia)

Seconded: **Tripodi** (FILT-CGIL, Italy)

The motion was **adopted** as presented.

Motion 23: Motion on enhanced cooperation between ITF and Paris Memorandum of Understanding

Moved: **Zec** (SUC, Croatia)

Seconded: **Al Sharif** (GFLTU, Libya)

The motion was **adopted** as presented.

Motion 26: Promoting the future of work for young maritime workers

Moved: **Pereira Ventura** (ver.di, Germany)

Seconded: **Grigoryuk** (MTWTU, Ukraine)

The motion was **adopted** as presented.

Motion 6: Support for the transport workers of Ukraine

Moved: **Grigoryuk** (MTWTU, Ukraine)

Seconded: **Balder** (Unionen, Sweden)

The motion was **adopted** as presented

Motion 16: Australian strategic fleet

Moved: **Myers** (MUA, Australia)

Seconded: **Moran** (AMOU, Australia)

The motion was **adopted** as presented

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

11. The Terms of Reference of the **Seafarers Section Committee** were endorsed as presented (**Annex 1**).

5.2 Committee Elections

12. The following Section Officer Positions were **elected** by the Conference:

Position	Name	Union	Country
Chair	Dave Heindel	SIU	USA
1 st Vice Chair	Conrad Oca	AMOSUP	Philippines
2 nd Vice Chair	Mark Dickinson	NIUK	Great Britain
Women Transport Workers' Representative	Lorena Pintor Silva	SINDMAR	Brazil
Young Transport Workers' Representative	Camille Simbulan	AMOSUP	Philippines

13. The Conference **endorsed** the composition of the Seafarers Section Committee, attached as **Annex 2**.

AGENDA ITEM 6: ANY OTHER BUSINESS

6.1 Gold Awards

14. A Gold Award was presented to Mark Dickinson, NIUK.



15. A Gold Award was presented to Vladimir Svalina, SUC, Croatia.
16. A Gold Award was given posthumously to George Quick, MM&P, USA. The award was accepted by Don Marcus.
17. A Gold Award was presented to Marcos Castro, CCUOMM, Argentina.
18. **Castaño** (CCOO, Spain) read out a letter requesting support from the section to stop the closure of the maritime rescue coordination centre in Finisterre.
19. As there was no further business, the **Chair** closed the conference.



Annex 1**TERMS OF REFERENCE: SEAFARERS SECTION
COMMITTEE**

Purpose

01. The Seafarers Section Committee shall deal with matters of concern related to the Seafarers Section of the ITF and shall make recommendations to the ITF Seafarers' Section Conference and support the Executive Board on the development and implementation of global priorities.
02. The Seafarers Section Committee oversees the implementation of the Seafarers Section policies and work programme in line with the Congress mandate.
03. Membership of the committee is dynamic, empowering affiliates through collective learning and decision-making.
04. Members of the Seafarers Section Committee shall:
 - a lead, promote and build the section strategy in their countries and regions.
 - b represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - c undertake regional coordination
 - d be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.
 - e be involved and active in meetings.

Responsibilities

05. The Seafarers Section Committee shall be responsible for the coordination of the various committees, sub-committees and working parties established by the Seafarers' Section.
06. The Seafarers Section Committee shall be empowered to take strategic decisions of an urgent nature in between meetings of the Seafarers Section and Seafarers Section Conferences.
07. The ITF Secretariat, will in consultation with the Section Chair, coordinate the activities of the Section Committee and may, from time to time, call on affiliates to undertake certain tasks from the Section Committees activities.

Reporting and relationship with other bodies

08. The Seafarers' Section Committee shall coordinate with other ITF Maritime sections and ITF departments, the European Transport Workers' Federation (ETF)



and other third parties as appropriate to provide support on areas of mutual interest.

Composition

09. Membership of the Seafarers' Section Committee is elected at the occasion of the Seafarers' Section Conference that takes place at each Ordinary Congress. All members of this Committee shall come from the ITF-affiliated unions declaring members in the Seafarers Section.
10. The Seafarers' Section Committee consists of the following:

Ex-Officio Seats	Elected by general ballot of all members
Section Officers	Including a Chair, 1 st Vice Chair and 2 nd Vice Chair - who shall not come from the same region
Section Women Transport Workers' Representative	Who is a member of both the Section Committee and the Women Transport Workers' Committee
Section Young Transport Workers' Representative	Who is a member of both the Section Committee and Young Transport Workers' Committee
Section Regional Officers	To be nominated by the region
Regional Chairs	Up to 6, one from each region
Section Regional Members	To be nominated by the region
Africa	2
Arab World	1
Asia / Pacific	3 (of which 1 shall be reserved for South East Asia, 1 shall be reserved for South Asia, and 1 shall be reserved for Pacific)
Europe	2 Vice Chairs of the ETF Maritime Transport Section (MTS), plus 4 members of the ETF MTS (of which 1 shall be reserved for the SSDC Chair, and 1 shall be reserved for the SSDC Spokesperson)
Latin America	2
North America & Caribbean	3 (of which 1 shall be reserved for the Caribbean)

11. A member of the committee can only hold one position, vacating their current position if they are elected to another role on the committee.

Co-option

12. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
13. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.
14. Co-option is decided by a committee decision based on a recommendation by the Section Chair and Secretariat.

Advisers and Observers

15. Attendance is restricted to Seafarers' Section Committee members. Advisers and observers may be permitted by the ITF Secretariat in consultation with the Section Chair and according to the following criteria:
- Unions wishing to send advisers and observers must obtain agreement in advance from the ITF Secretariat, providing details of the reason for their attendance.
 - There will be a restriction on the numbers of advisers and observers allowed to attend. The number will not normally exceed the number of members. Other restrictions may be necessary due to practical considerations, such as the size of the meeting facilities.
 - Advisers and observers will not normally be able to ask for the floor.
 - Advisers and Observers will not have voting rights.
16. The Secretariat, in consultation with the Section Chair, shall be able to invite advisers and observers to attend meetings of the Seafarers' Section Committee when their organisation has a special interest in a specific agenda item or they have special expertise, which will facilitate the deliberations of the Committee.

Vacancies

17. Should a member vacate their position on the Seafarers' Section Committee for any reason in the period between Congresses, the following shall apply:

Section Chair	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Vice Chairs	Shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.
Section Women Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Women Transport Section Committee



Section Young Transport Workers' Representative	Nominations to be called for from the section affiliates, for consideration by the section committee and endorsed by the ITF Young Transport Workers Section Committee
Regional Chairs	Shall be referred to the appropriate regional governing body
Regional Officers	Shall be referred to the appropriate regional governing body

Meetings

18. The Chair of the Section shall chair the Seafarers' Section Committee. In the event that the Chair is not available, the 1st Vice Chair shall assume the Chair. Should neither the Chair nor the 1st Vice Chair be present the 2nd Vice Chair will assume this responsibility.
19. The business of the Seafarers' Section Committee will be conducted in English. However, if a member is unable to participate in English the ITF will, where agreed in advance, bear the attendance costs of the member's own interpreter.
20. The costs of participation are for the account of the affiliates concerned except where assistance has been agreed, in advance, with the ITF Secretariat.
21. There shall be at least one meeting a year as determined by the Secretariat, in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
22. Members at all times shall address the committee through the Chair. The Chair may set a time limit for speakers and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide on the procedure to be followed for debate and voting on any question, motion or amendment. The Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

Voting

23. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show of hands of elected members on a one person one vote basis.
24. Committee members cannot vote by proxy.

Subsidiary bodies

25. The Seafarers Section Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Seafarers Section Committee who will be



required to provide updates to each meeting until a decision is taken to conclude the work of the group.

26. These procedures shall apply, where appropriate, to all subsidiary bodies of the Seafarers' Section Committee.



Annex 2**SEAFARERS SECTION COMMITTEE****16 October 2024**

Position	Name	Union	Country
Section Officers			
Chair	Dave Heindel	SIU	USA
1 st Vice Chair	Conrad Oca	AMOSUP	Philippines
2 nd Vice Chair	Mark Dickinson	NIUK	Great Britain
Women Transport Workers' Representative	Lorena Pintor Silva	SINDMAR	Brazil
Young Transport Workers' Representative	Camille Simbulan	AMOSUP	Philippines
Africa			
Chair	Bob Joseph Yousuo	NMNO/WTSSA	Nigeria
Regional Member	Innocent Gouanfo	SYNIMAC	Cameroon
Regional Member	Atie Swaleh Ramadhan	SUK	Kenya
Arab World			
Chair	Nermin Al Sharif	GLFTU	Libya
Regional Member	Seddik Berrama	FNTT	Algeria
Asia/Pacific			
Chair	Yoshiyuki Ikeya	JSU	Japan
Regional Member (South Asia)	Sunil Nair	NUSI	India
Regional Member (Southeast Asia)	Thomas Tay	SMOU	Singapore
Regional Member (Pacific)	Vacant		
Europe (ETF Maritime Transport Section)			
Chair, ETF	Kenny Reinhold	Seko	Sweden
Vice Chair, ETF MTS	Susana Pereira Ventura	ver.di	Germany
Vice Chair, ETF MTS			
ETF MTS Member (EU SSDC Chair)	Sascha Meijer	NINL	Netherlands
ETF MTS Member	Francesco Di Fiore	FIT-CISL	Italy
ETF MTS Member	Cristian Castaño	CCOO	Spain



ETF MTS Member	Oleg Grigoryuk	MTWTU	Ukraine
Latin America			
Chair	Carlos Muller	CONTMAFF	Brazil
Regional Member	Eduardo Oscar Mayotti	CJOMN	Argentina
Regional Member	Hector Azua Almeida	SI.MAR	Chile
North America/Caribbean			
Chair	Chris Given	SIU	Canada
Regional member	Christian Spain	AMO	USA
Regional member	Adam Vokac	MEBA	USA
Regional member (Caribbean)	Michael Annisette	SWWTU	Trinidad & Tobago



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ITF CONGRESS 2024

TOURISM SERVICES SECTION CONFERENCE

REPORT

16 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The Conference **adopted** the provisional agenda as presented.
02. The Conference **adopted** the Standing Orders as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected**:

Scrutineers/Tellers
Luis Macuacua, SINTIHOTS, Mozambique (Rapporteur)
Yousef Qennab, GTUATT, Jordan
Rebecca Hauck, RMTU, New Zealand
Noemi Campillo, CCOO, Spain
Santiago Zamora, CODOTATUR, Dominican Republic
Kavan Gayle, BWU, Jamaica

04. Praveena Singh, AIRF, India was assigned to give the report back at Plenary.

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

05. **ITF Assistant General Secretary** presented to the Congress Vision and the ITF's six demands and their connection to the workplan, outlining the aims for the tourism sector and framing it as part of the supply chain.
06. **Massimo Fratini, IUF**, addressed the Conference, highlighting the importance of the Tourism Workers Alliance which was the result of the agreement signed at the ITF Tourism Services Conference held in Antigua in 2023.
07. **Dr. Anke Winchenbach** presented key findings from the report "*Why the S in ESG Matters: Social Sustainability and Labour and Human Rights in Travel and Tourism*" (ESG Report), commissioned by the ITF and IUF.

08. **ITF Assistant General Secretary** presented the workplan priorities for the next inter-Congress period, which are informed by the motions to the Tourism Services Conference in Antigua in 2022 and the ESG Report.
09. Contributions from the floor focussed on expanding membership, opportunities from large sporting events as highlighted in **Motion 21**, and tackling sexual harassment.
10. The Conference **endorsed** the provisional governance schedule for the Tourism Services Section for 2024-2029 as follows:

2025	November Tourism Services Section Committee
2026	November <i>Tourism Services Section Conference</i>
2027	November Tourism Services Section Committee
2028	November Tourism Services Section Committee

11. The Conference:
- **noted and supported the Congress Vision and Executive Board Motions.**
 - **adopted the related 2024-29 Tourism Services Section priorities.**

AGENDA ITEM 4. MOTIONS

12. No motions were referred to this Conference.

AGENDA ITEM 5. ELECTIONS

5.1 Terms of Reference

13. The Terms of Reference of the Tourism Services Section Committee were **endorsed** as presented (**Annex 1**).

5.2 Committee Elections

14. The following Global Committee positions were **elected** by the Conference.

Chair	David Massiah, ABWU, Antigua & Barbuda
Vice Chair	Asuka Shimizu, Service Rengo, Japan
Vice Chair	Carmen Donate, FeSMC-UGT, Spain

Women Transport Workers' Representative	Praveena Singh, AIRF, India
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15. The Young Transport Workers' Representative position remains vacant. Conference agreed for the seat to remain vacant and the issue to be resolved by the ITF Secretariat as the nomination received for the position contradicted the terms of reference of the Young Transport Workers' Committee.
16. The Conference **endorsed** the composition of the Tourism Services Section Committee, attached as **Annex 2**.

AGENDA ITEM 6. ANY OTHER BUSINESS

17. There was no other business.

Annex 1

TERMS OF REFERENCE: TOURISM SERVICES SECTION COMMITTEE

Composition

01. The Tourism Services Section Committee is elected at the Tourism Services Section Conference that coincides with the ITF Congress and consists of the following:

- **Section Officers** – including a Chair and 2 x Vice Chairs who shall not come from the same region, at least one of whom shall be a woman, by general ballot of all members.

If the Chair ceases for any reason to hold office in the period between Congresses, the matter shall be addressed in accordance with Rule XIV (6) of the ITF Constitution.

- **Section Women Transport Workers' Representative** – who is a member of both the Section Committee and the Women Transport Workers' Committee.
- **Section Young Transport Workers' Representative** – who is a member of both the Section Committee and the Young Transport Workers' Committee.

Vacancies to be referred to the relevant ITF Women or Young Transport Workers' committees

02. And:

- **Africa** – 1 x ordinary member
- **Arab World** – 1 x ordinary member
- **Asia Pacific** – 1 x ordinary member
- **Europe** – 1 x ordinary member
- **Latin America** – 1 x ordinary member
- **North America & Caribbean** – 3 x ordinary members, representing different countries

Vacancies to be referred to the appropriate regional governing bodies as decided by the Section Committee.

All members of this Committee shall come from ITF-affiliated unions declaring members in the Tourism Section.

A member of the committee can only hold one position, vacating their current position if they are elected to a more senior role.

Co-option

03. Additional committee members may be co-opted on to the committee to report on primary projects, campaigns and activities relating to the section work programme, should they not be elected in their own right.
04. Co-opted members may speak and present. Co-opted members shall remain on the committee until such time as the project, campaign or activity has concluded.

DECISION:

Co-option is decided by a committee decision, based on recommendation by the section chair and secretary.

DECISION:

Co-opted members have no voting rights.

Voting

05. Decisions of the committee shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote shall be by show hands of elected members on one person one vote basis.

DECISION:

Committee members are permitted to vote by proxy, providing they have sought in writing permission from the section chair.

Purpose

06. The Tourism Services Section Committee shall deal with matters of concern related to the section and shall make recommendations to the ITF Tourism Services Section Conference for its endorsement and support the Executive Board on the development and implementation of global priorities.
07. The Section Committee oversees the implementation of the Tourism Services Section policies and work programme in line with the Congress mandate.
08. Members of the Tourism Services Section Committee shall lead, promote and build the section strategy in their countries and regions. Membership of the Section Committee is dynamic, empowering affiliates through collective learning and decision-making.
09. The Section Committee members to represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
10. The Section Committee members to undertake regional coordination.
11. The Section Committee shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

12. The Chairperson shall chair the Tourism Services Section Committee. In the event that the Chairperson is not available, a Vice-Chair will assume this responsibility.
13. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Section Committee and support collaborative ways of working with Tourism Services Section affiliates.
14. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Section Committee in the capacity of Observer, and at their own cost, when they are actively involved in the projects and/or activities of the Tourism Services Section work programme.
15. The business of the Section Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
16. There shall be one meeting every 18 months and one Tourism Services Section Conference in the Inter-Congress period.
17. The Committee has the authority to establish sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Section Committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.

Annex 2**TOURISM SERVICES SECTION COMMITTEE****16 October 2024**

Position	Name	Union	Country
Section officers			
Chair	David Massiah	ABWU	Antigua & Barbuda
Vice Chair	Asuka Shimizu	Service Rengo	Japan
Vice Chair	Carmen Donate	FeSMC-UGT	Spain
Women Transport Workers' Representative	Praveena Singh	AIRF	India
Young Transport Workers' Representative	Vacant		
Asia Pacific			
Ordinary Member	Daniel Urai	NUHCTIE	Fiji
Arab World			
Ordinary Member	Faissal Ait Ali Oumansour,	FNEHRT	Morocco
Africa			
Ordinary Member	Leviticus Mwanza	HCTAWUZ	Zambia
Europe			
Ordinary Member	Alina Milusheva	FTTUB	Bulgaria
Latin America			
Ordinary Member	Santiago Zamora	CODOTATUR	Dominican Republic
North America & Caribbean			
Ordinary Member	Destilia Henry	SLSWGWTU	St. Lucia
Ordinary Member	Thomas Orzechowski	SIU	USA
Ordinary Member	Samia Hashi	Unifor	Canada

MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

URBAN TRANSPORT CONFERENCE REPORT

17 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected**:

Scrutineers/Tellers
Ajay Kumar Rai, NETWON, Nepal
Juliana Mpanduji, COTWU, Tanzania
Flavio Melo, CNTTL, Brazil
Scott Bateman, UNIFOR, Canada
Patricia Lauder Garcia, CCOO, Spain
Meryem Halouani, UMT, Morocco

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

04. A presentation was given on the core priorities for Urban Transport by a panel of ITF affiliates covering the following work areas:
 - **Oh** (KPTU, South Korea): Moderator
 - **Caires** (CNTTL, Brazil): Organising women workers, including campaigning against violence and harassment
 - **Albrand** (FNST CGT, France): Multinational companies and the need to strengthen global networks of unions organising in the French-owned MNCs
 - **Campos Bonta** (Fesimetro, Chile): Metro organising and the importance of linking workplace issues to the overall fight for rights for transport workers
 - **Diallo** (UDTS, Senegal): BRT/public transport reform and the need to involve unions in decision-making about the transition
05. The Conference **discussed** the related 2024-29 Urban Transport priorities document. The following issues were raised during this discussion:

- Improving and expanding public transport services
 - Fighting for improving working conditions, including formalisation of informal workers
 - Achieving just transitions for public transport workers in the context of climate change and the introduction of new technology
 - Continuing to promote gender equality in public transport
 - Campaigning for public funding, public ownership and public control of our transport systems
06. **Islam** (BNSF, Bangladesh) highlighted issues facing inland navigation workers as members of public transport.
07. **Bergamo Grusca** (SINTTRANS, Brazil) raised the need to celebrate women in the sector through awareness campaigns; the importance of gender diversity studies; that diversity may bring better and more efficient decision-making; and investment in women's inclusion is necessary to ensure all women have the opportunity to shine.
08. **Kumar Rai** (NETWON, Nepal) noted the need to expand organising in MNCs; the issue of OSH needing to be used to organise workers; the need to understand how to manage the transition for workers, including job losses, when formal BRT systems are introduced; the continuation of work with C40 cities on the *Future is public transport campaign*; transport workers working in taxis and platform companies in urban areas should be organised by unions.
09. **Hochi** (JR-RENGO, Japan): highlighted the campaign against violence in Japan, where passengers make excessive demands on workers, share images online without permission (many workers leave after online bullying); half of assault cases are caused by passengers under the influence of alcohol. Since 2021 unions have organised workers to engage in a campaign against harassment: 52% of rail workers have experienced harassment during the last 2 years; there is a need to work together to organise a campaign to eradicate violence against public transport workers.
10. **Adedamola** (NURTW, Nigeria) sought information from other unions on their experiences of conversion to CNG buses, and the experiences of women workers in BRT.
11. **Berros** (RMT, Great Britain) raised the issue of attacks on unions and announced the strike of London underground metro workers during the first week of November - metro workers' fights are the same around the world and he encouraged affiliates to use the ITF metro workers' charter to carry out better organising. He further requested support for the November strike via social media.
12. **Salam** (Unite the Union, Great Britain) raised the need to prioritise and not lose sight of automation in the sector, and the need for more electrical engineers to work on electric buses.
13. **Fall** (SDT3D, Senegal) noted the efforts of the government to improve public transport in Senegal; there are problems with border control and harassment of

- drivers. He thanked the ITF for the training provided and highlighted the importance of training to help strengthen unions, especially for young workers.
14. **Kim** (KPTU, Korea) raised the need to campaign for access to public transport as a human right; and for a transition from private to public ownership; to strike in the face of privatisation efforts, expand transport facilities for the disabled. Workers are leading the fight, together with public allies, for safe public transport.
 15. **Gramajo** (AOITA, Argentina) highlighted issues of the long distance sector where private companies have been prioritising profits over equality for many years. Salaries are going down and old buses endanger the health of drivers and passengers alike. His union had been working with technicians on an electronic register of labour activities to provide real time information on vehicles, including accidents or technical issues.
 16. The **Chair** reminded the Conference of the resolutions adopted at the Urban Transport Conference in Johannesburg in March 2023:
 - a Expanding and investing in the organisation of metro workers
 - b Defending jobs, pay and conditions in urban transport services and winning the battle for public investment and public ownership
 - c Get Me Home Safely (*also adopted at this Congress*)
 - d The electrification public transport workers want
 - e Driving LGBT+ equality in the public transport sector worldwide
 - f Strengthening safety and health in public transport workplaces
 - g Industrial relations and investment in the bus sector
 17. The Conference **adopted** the 2024 – 2029 Urban Transport priorities.
 18. The provisional Urban Transport governance schedule for 2024-2029 was **endorsed** as follows:

2025	March Urban Transport Steering Committee	November Urban Transport Steering Committee
2026	March Urban Transport Steering Committee	November Urban Transport Steering Committee
2027	March Urban Transport Steering Committee	September <i>Urban Transport Conference</i>
2028	March Urban Transport Steering Committee	November Urban Transport Steering Committee
2029	March Urban Transport Steering Committee	

AGENDA ITEM 4: MOTIONS

19. The Conference considered the Motions referred by the Resolutions Committee as follows:

Motion 36: Autonomous Vehicles in Public Transport

Moved: **Lyons**, ATU, USA

Seconded: **Kummerfeld**, RTBU, Australia

The motion was **adopted** as presented, including Amendment 1.

Motion 37: Microtransit

Moved: **Lyons**, ATU, USA

Seconded: **Martinez Hernandez**, ATM, Mexico

The motion was **adopted** as presented.

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

20. The Terms of Reference of the Urban Transport Steering Committee were **endorsed** as presented (**Annex 1**).

5.2 Committee Elections

21. The following nomination was received from the floor for the position of **Chair**, which became vacant due to the current Chair standing down at this conference:
- Eric Campos Bonta
22. The candidate was nominated by Alex Gordon (RMT, Great Britain) and seconded by Shiva Gopal Mishra (AIRF, India) and Rute Caires (CNTTL, Brazil)
23. The Conference duly **elected Eric Campos Bonta** as the **Chair**.
24. The Conference **nominated** the following for election at the relevant conference:
- Rute Caires (CNTTL, Brazil) for Women Transport Workers' Representative
 - Jas Giri (RMTU, New Zealand) for Young Transport Workers' Representative
25. The Conference **endorsed** the Vice Chairs as elected by the Road Transport Workers' and Railway Workers' Section conferences as follows:
- Vice Chair Passenger (Road Transport): Julian Ehret (ver.di, Germany)
 - Vice Chair (Railway Workers): C A Rajasridhar (AIRF, India)
26. The full composition of the Urban Transport Steering Committee including Ordinary Members, endorsed by the Conference, can be found in **Annex 2**.

AGENDA ITEM 6: ANY OTHER BUSINESS

27. A Gold Award was given to Toshihiko Sumino, SHITETSU-SOREN, Japan, in honour of his many years of leadership in the trade union movement, and for his active participation in the Urban Transport Steering Committee, Asia Pacific Regional Committee and the ITF Executive Board.
28. The Conference acknowledged and thanked the outgoing Chair, John Mark Mwanika, ATGWU, Uganda, for his outstanding contributions and support for the ITF's Urban Transport work during his tenure.



Annex 1

TERMS OF REFERENCE: URBAN TRANSPORT STEERING COMMITTEE

Composition

01. The Urban Transport Steering Committee is agreed at the Urban Transport Conference, a joint structure of the ITF Road Transport Workers' Section and Railway Workers' Section, that coincides with the ITF Congress and consists of the following:
 - **Committee Officers** – including a Chair by general ballot of all members; the passenger Vice-Chair of the Road Transport Workers' Section and a Vice-Chair of the Railway Transport Workers Section.
If the Chair ceases for any reason to hold office in the period between Congresses, the matter will be addressed in accordance with Rule XIV (6) of the ITF Constitution.
 - **Women Transport Workers' Representative** – elected by the Women Transport Workers' Committee;
 - **Young Transport Workers' Representative** – elected by the Young Workers' Transport Committee; and
02. Members of the Urban Transport Steering Committee – shall consist of ITF affiliates active in the projects and/or activities of the ITF Our Public Transport programme appointed in consultation with relevant ITF structures.

Purpose

03. The Urban Transport Steering Committee shall deal with matters of concern related to urban public passenger transport, shall make recommendations to the ITF Urban Transport Conference, a joint structure of the Road Transport Workers' Section and Railway Workers' Section and support the Executive Board on the development and implementation of global priorities.
04. The Steering Committee oversees the implementation of the Our Public Transport policies and work programme in line with the Urban Transport conference and Congress mandate.
05. Members of the Urban Transport Steering Committee shall lead, promote and build the OPT strategy in their countries and regions. Membership of the Steering Committee is dynamic, empowering affiliates through collective learning and decision-making.

06. The Steering Committee delegates members to represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
07. The Steering Committee delegates members to undertake regional coordination. In Europe, this should be the Chair of the ETF Urban Public Transport Committee.
08. The Steering Committee shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

09. The Chairperson shall chair the Urban Transport Steering Committee. In the event that the Chairperson is not available, a Vice-Chair will assume this responsibility.
10. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Steering Committee and support collaborative ways of working with urban transport affiliates.
11. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Steering Committee when they are actively involved in the projects and/or activities of the Our Public Transport programme.
12. The business of the Steering Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
13. There shall be one meeting every two years in coordination with Road and Rail Section committee meetings, and one urban transport conference in the Inter-Congress period. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.



Annex 2**URBAN TRANSPORT STEERING COMMITTEE****17 October 2024**

Position	Name	Union	Country
Chair	Eric Campos Bonta	FESIMETROSA	Chile
Vice Chair (Road)	Julian Ehret	ver.di	Germany
Vice Chair (Rail)	C A Rajasridhar	AIRF	India
Women Transport Workers' Representative	Rute Caires	CNTTL	Brazil
Young Transport Workers' Representative	Jas Giri	RMTU	New Zealand
Chair, ETF Urban Public Transport Committee	Dirk Schlömer	EVG	Germany
Member	Mario Gavran	Kommunal	Sweden
Member	Nelson Montfort	CGT Transports	France
Member	Antoaneta Stoimenova	FTTUB	Bulgaria
Member	Fernando Muñoz Díaz	CCOO	Spain
Member	Bobby Morton	Unite the Union	Great Britain
Member	Maryam Eslamdoust	TSSA	Great Britain
Member	Hüseyin Kaya	Demiryol-Is	Turkey
Member	Fatoumata Cisse	Syntrairail	Ivory Coast
Member	Gora Khouma	URS	Senegal
Member	Dan Mihadi	TAWU	Kenya
Member	Ismail Douib	FNTT	Algeria
Member	Sadik Boujaera	UMT	Morocco
Member	Gerardo Hernandez	ATM	Mexico
Member	Emiliano Gramajo	AOITA	Argentina
Member	Ohun Kwon	KPTU	South Korea
Member	Angie Mata	NCTU	Philippines
Member	Hena Ruswana	SPKA	Indonesia
Member	Shiva Gopal Mishra	AIRF	India
Member	Shayne Kummerfeld	RTBU	Australia

Position	Name	Union	Country
Member	Jun Ikenoya	SHITETSU-SOREN	Japan
Member	John Lyons	ATU	USA
Member	John Samuelson	TWU	USA
Member	Scott Bateman	Unifor	Canada



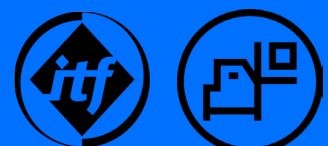
MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

WAREHOUSING, DISTRIBUTION & LOGISTICS

CONFERENCE REPORT

16 OCTOBER 2024



REPORT

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The provisional agenda was **adopted** as presented.
02. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **assigned** a Rapporteur to present the Conference report to the Congress Plenary and **elected** Tellers/Ballot Scrutineers, as below:

Rapporteur
Elisa Gigliarelli, FILT-CGIL, Italy
Scrutineers/Tellers
Mariam Abou-Dib, Teamsters Canada, Canada
Tom Murphy, Unite the Union, Great Britain
Raul Sengo, SINPOCAF, Mozambique
Saleh Aladhem, DHLBTU, Bahrain
Ajay Kumar Rai, NETWON, Nepal
Yasmina Basta, FNNT, Algeria

AGENDA ITEM 3: ESTABLISHING WAREHOUSING, DISTRIBUTION & LOGISTICS IN THE ITF

04. The Chair gave a presentation on the development of Warehousing, Distribution & Logistics (WD&L) as part of the broader ITF vision, focusing on the progress made since the passing of Resolution 8 at the 44th ITF Congress in 2018 to establish the Steering Group.
05. The ITF Inland Transport Sections Secretary presented the ITF's vision for the role of WD&L affiliates in establishing the ITF as a Global Supply Chain global union federation.
06. The ITF WD&L Lead presented the WD&L membership report for 2024 and shared results of the annual WD&L affiliate supply chain survey.

3.1 Strategic Organising

07. The Chair introduced the context for the 2019-2024 work areas.

08. Regional updates were provided on strategic organising projects, as well as Women Warehouse Workers.

Asia Pacific

- **Gharat** (NMGKS, India) reported on the growth of his union's membership in warehousing and the activities of the India Hubs project in the sector.
- **Rai** (Netwon, Nepal) reported on his union activities and the ITF-supported project to organise warehouse workers at the dry ports on the Nepal-India border.

Arab World

- **Aladhem** (DHLBTU, Bahrain) presented the Arab World report, highlighting ITF-supported organising, capacity-building and collective bargaining activities in Morocco and Algeria.

Latin America

- **Borda** (FNTCOTAC, Argentina) presented the Latin America report, highlighting the organising activities, particularly in the automotive supply chain, and policy work in Mexico and Panama. He also reported on the 30 October strike in Argentina to defend workers' rights and CBAs, supported by workers in the warehouse and logistics sector.

Europe

- **Spera** (ETF General Secretary) presented the report from Europe, highlighting how the ETF has developed its work on logistics in recent years, working closely with the ITF to support affiliates organising in global logistics companies.

North America

- **Olivera** (ILWU, USA) presented the North America report, highlighting how his union has rebuilt and developed its organising programme in the warehouse and logistics sector in recent years. He also pledged to work with the ITF to develop a strategy for organising warehouse workers.

Women in Warehousing

- **Murray** (Unifor, Canada) presented the report on women in warehousing, highlighting the ITF virtual event on women in warehousing in June 2024 and the Canadian research project on the impact of new technologies on women in warehousing. She also reported that the ITF Women's Conference in Senegal in 2023 had identified warehousing as a priority area for work.

09. The Conference:

- **noted** the 2019-2024 Inter-Congress work plan to establish the ITF in Warehousing, Distribution & Logistics through strategic organising campaigns, and
- **endorsed** the activities of the six active campaign areas as presented.

AGENDA ITEM 4: CONGRESS VISION AND 2024-2029 WD&L PRIORITIES

10. **Draper** (Unite the Union, Great Britain) presented the seven priority areas of the 2024-29 Warehousing, Distribution & Logistics endorsed by the Steering Group to deliver on the ITF Congress Vision.
 - a Strategic Membership Growth in WD&L
 - b Establish & Enforce Standards in WD&L
 - c Supply Chain Accountability
 - d Rise and Impact of E-Commerce on WD&L
 - e Impact of New Technologies in WD&L
 - f Models of Employment in WD&L
 - g Strengthen Internal Networks of Affiliates

4.1 Five-year priorities and strategy

11. **Draper** reported on the role of WD&L in the ITF Maersk Network Expansion project as an example of building power along the supply chain.
12. The ITF Legal Director reported on the ITF Supply Chain Agreements and the role of the WD&L affiliates in taking the work forward.
13. The following issues were raised during the discussion:
 - The expansion of the Maersk network from maritime to warehousing and road was highlighted as a positive example of how to work across sections to hold employers and their clients accountable.
 - The agreements that the ITF has with different companies should be shared with affiliates and regular updates should be provided so that affiliates can use them locally for organising, industrial relations and capacity building. The ITF was asked to support unions organising in the WD&L operations at CMA CGM in Africa to ensure that it becomes a company where workers' rights are respected and upheld.
14. The Conference **adopted** the priorities as presented.

4.2 Establishing & Enforcing Standards in Warehousing

15. The **Chair** presented the vision behind the "WD&L Principles" document, and outlined the purpose of the working group, which had developed this document.
16. **Thyroke** (ver.di, Germany) presented the **Standards in Warehousing** programme, the ITF materials for unions and the programme launch plan.
17. The Conference **noted** the "WD&L Principles" programme launch plans and its potential applications as presented.

AGENDA ITEM 5: MOTIONS

18. The Chair explained that there were no motions referred to this conference, but noted the following motions, which were in line with the endorsed priorities:

- **EB Motion E:** Supply chain accountability
- **Motion 34:** Solidarity across Maersk supply chains
- **Motion 31:** Safe rate principles & building union power across transport supply chains

AGENDA ITEM 6: ELECTIONS

6.1 Terms of Reference

19. The Terms of Reference of the Warehousing, Distribution & Logistics Steering Group were **endorsed** as presented (**Annex 1**).

6.2 Composition

20. The Conference **endorsed** the composition of the Warehousing, Distribution & Logistics Steering Group.

21. Subsequent to this conference, the Young Transport Workers' Representative was elected at the YTW Conference held on 18 October.

22. The current full composition is detailed in **Annex 2**, noting any vacant positions.

23. The Conference **endorsed** the provisional schedule of governance meetings for 2024-2029 as follows:

2025	May Warehousing, Distribution & Logistics Steering Group
2026	May Warehousing, Distribution & Logistics Steering Group June Warehousing, Distribution & Logistics Conference
2027	May Warehousing, Distribution & Logistics Steering Group
2028	May Warehousing, Distribution & Logistics Steering Group
2029	May Warehousing, Distribution & Logistics Steering Group

AGENDA ITEM 7: ANY OTHER BUSINESS

7.1 Recognition of the Retiring Chair & Presentation of Gold Award

24. The ITF Inland Transport Sections Secretary chaired this agenda item in order to announce the presentation of a Gold Award for the retiring Chair, **Peter Lökvist** (STF, Sweden).
25. The ITF General Secretary presented the Gold Award and noted the accomplishments of **Lökvist; Gharat** (MSKGS, India), **Wreeth** (STF, Sweden), **Samuelson** (Fellesforbundet, Norway), Draper (Unite the Union), and ITF Secretariat staff **Brennan** and **Marowsky** all spoke to congratulate the retiring Chair on his retirement and to acknowledge his contribution to the work.

7.2 Closing Remarks

26. The retiring Warehousing, Distribution & Logistics Steering Group Chair' closed the conference.

Annex 1

TERMS OF REFERENCE: WAREHOUSING, DISTRIBUTION & LOGISTICS STEERING GROUP

Composition

01. The Warehousing, Distribution & Logistics Steering Group is established by Resolution 8 of the 44th ITF Congress. It is accountable to the ITF Executive Board, and the Chair of the Steering Group shall be the nominated representative to the Board in an observer capacity.
02. The Steering Group consists of the following:
 - **Steering Group Chair, and two Vice-Chairs** – to be elected by all members of the Warehousing, Distribution & Logistics Steering Group at the last meeting prior to Congress.

If the Chair ceases for any reason to hold office in the period between Steering Group Meetings, the Secretariat will appoint an Acting Chair in consultation with the Chair until the next Steering Group Meeting.

- **Women Transport Workers' Representative**
- **Young Transport Workers' Representative**

Vacancies to be referred to the relevant ITF Women or Young Transport Workers' committees.

- **Africa – two nominees** (both Anglophone and Francophone/Lusophone Africa must be represented)
- **Arab World – two nominees**
- **Asia/Pacific – two nominees** (must come from different electoral groups)
- **Europe (ETF) – two nominees**
- **Latin America – two nominees**
- **North America & Caribbean – two nominees** (must be representatives from different countries)

Vacancies to be referred to the appropriate regional governing bodies.

- **Civil Aviation Section – one nominee**
- **Dockers Section – one nominee**
- **Fisheries Section – one nominee**
- **Inland Navigation Section – one nominee**
- **Railway Section – one nominee**
- **Road Transport Section – one nominee**

- **Seafarers Section – one nominee**, to ensure the inclusion of Seafarers' welfare in the activities of the Warehousing, Distribution & Logistics Steering Group

Vacancies to be referred to the relevant section committees.

- **Founding Union Representatives** – one nominee from each of 3F (Denmark), AKT (Finland), HK (Norway), Fellesforbundet (Norway), STF (Sweden) and Unite (UK)

Vacancies to be referred to the relevant founding unions.

All members of this Committee shall come from ITF-affiliated unions.

DECISION:

A member of the Steering Group can only hold one position, vacating their current position if they are elected to a more senior role.

Co-option

03. Additional Steering Group members may be co-opted on to the Steering Group to report on primary projects, campaigns and activities relating to the Warehousing, Distribution & Logistics work programme, should they not be elected in their own right.
04. Co-opted members may speak and present. Co-opted members shall remain on the Steering Group until such time as the project, campaign or activity has concluded.

DECISION:

Co-option is decided by a Steering Group decision based on a recommendation by the Chair and the Secretariat.

Co-opted members have no voting rights.

Voting

05. Decisions of the Steering Group shall ideally be taken by consensus. If, however, consensus cannot be reached, a vote may be called for. Each committee member will have one vote and the Chair will have the casting vote.

DECISION:

Steering Group members must be present in order to vote and may not vote by proxy. Relevant substitute representation may be granted providing written permission is sought from the Chair and the Secretariat; substitutes may be able to vote, however, observers are not able to vote.

Purpose

06. The Warehousing, Distribution & Logistics Steering Group shall deal with matters of concern related to workers' interests in this rapidly growing sector of the global economy.

07. The Steering Group oversees the implementation of the work programme in line with the Congress mandate, with particular emphasis on integrating the work of affiliates across ITF sections, regions and departments, to reflect the changing nature of global supply chains. Organising the Warehousing, Distribution & Logistics Workers links with the ITF wider supply chain work programme, targeting economic employers who exploit WD&L workers, whether it be from ship to shore, airports to land ports and distribution centres to customers.
08. Members of the Warehousing, Distribution & Logistics Steering Group shall lead, promote and build the strategy in their countries, regions and sections. Membership of the Steering Group is dynamic, empowering affiliates through collective learning and decision-making.
09. The Steering Group members to represent the ITF in relevant global bodies and in the relationship with global employers and decision-makers.
10. The Steering Group members to undertake regional coordination.
11. The Steering Group shall be empowered to agree collaborative ways of working with affiliates, which could include the setting up of working groups and/or other participatory bodies.

Operational

12. The Chair shall chair the Warehousing, Distribution & Logistics Steering Group. In the event that the Chair is not available, a Vice-Chair or otherwise nominated Acting Chair will assume this responsibility, after consultation with the Secretariat.
13. The ITF Secretariat will, in consultation with the Chair, co-ordinate the activities of the Steering Group and support collaborative ways of working with ITF affiliates across sectional, regional and departmental boundaries.
14. The Secretariat, in consultation with the Chair, shall be able to invite additional affiliates to attend meetings of the Steering Group in the capacity of Observer, and at their own cost, when they are actively involved in the projects and/or activities of the work programme.
15. The business of the Steering Group will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
16. There shall be at least one meeting a year as determined by the secretariat in consultation with the Chair. Meetings shall be held either virtually or in-person dependent on budget and operational needs at the discretion of the secretariat in consultation with the Chair.
17. The Steering Group has the authority to establish working groups to lead on the implementation of specific activities. Such bodies must include members of the Steering Group who will be required to provide updates to each meeting until a decision is taken to conclude the work of the working group.

18. The Chair of the Steering Group shall be a nominated observer to the ITF Executive Board for the inter-Congress period 2024-2029 and shall, at the invitation of the General Secretary, be invited to speak on the operations and activities of the Steering Group.



Annex 1**WAREHOUSING, DISTRIBUTION & LOGISTICS STEERING GROUP****16 October 2024**

Position	Name	Union	Country
Chair	Matt Draper	UNITE	Great Britain
Vice Chair	Mahendra Tukaram Gharat	NMGKS	India
Vice Chair	Oscar Borda	FNTCOTAC	Argentina
Women Transport Workers' Representative	Jennifer Murray	Unifor	Canada
Young Transport Workers' Representative	Yasmina Basta <i>(Elected at the YTW Conference held on 18 October)</i>	FNTT	Algeria
Founding Union Representative	Ole Christensen	3F	Denmark
Founding Union Representative	Jari Kudjoi	AKT	Finland
Founding Union Representative	Samra Akhtar	HK	Norway
Founding Union Representative	Terje Samuelsen	Fellesforbundet	Norway
Founding Union Representative	Magnus Larsson	STF	Sweden
Founding Union Representative	Tommy Murphy	UNITE	Great Britain
Arab World			
Member	Saleh Aladhem	DHLBTU	Bahrain
Member	<i>To be confirmed</i>		
Africa			
Member	James Viwe	NUMSA	South Africa
Member	Estelle Blanche Lepanda	USYTZPOG	Gabon
Asia Pacific			
Member	Ajay Kumar Rai	NETWON	Nepal
Member	<i>To be confirmed</i>		
Europe			

Position	Name	Union	Country
Member	Stefan Thyroke	ver.di	Germany
Member	Francisco Jose Vegas Rosado	FSC-CCOO	Spain
Latin America			
Member	Fernando Parfait	SIELAS	Panama
Member	Cristina Sánchez Pavón	STLTRMAS	Mexico
North America/Caribbean			
Member	Ken Jarvis	Teamsters Canada	Canada
Member	<i>To be confirmed</i>		
Industrial Section Representatives			
Civil Aviation Section Member	<i>To be confirmed</i>		
Dockers Section Member	Ed Ferris	ILWU	USA
Fisheries Section Member	Gustavo Cardoso de Oliveira	CONTTMAF	Brazil
Inland Navigation Section Member	Chowdhury Ashiqul Alam	BNSF	Bangladesh
Railway Section Member	Raul Sengo	SINPOCAF	Mozambique
Road Transport Section Member	Tom Peeters	BTB-ABVV	Belgium
Seafarers' Section Member	<i>To be confirmed</i>		
Co-opted Representatives			
E-Commerce	Elisa Gigliarelli	FILT-CGIL	Italy



MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

WOMEN TRANSPORT WORKERS' CONFERENCE
REPORT

18 OCTOBER 2024



REPORT

The Women Transport Workers' Conference took place on 18 October 2024.

The Conference was opened by Diana Holland, Chair of the ITF Women Transport Workers' Committee. In welcoming everyone, she confirmed a great deal had been achieved, although the struggle had intensified as Covid-19 had exposed and deepened discrimination and insecurity. She stressed how in spite of these pressures, women transport workers have kept together, thanking and paying tribute to all involved, including the ITF Women Transport Workers' Committee and ITF Women's Department.

A warm welcome was given by Meryem Halouani, Executive Board Arab World Regional Women's Representative and Vice Chair of the ITF Women Transport Workers' Committee, on behalf of the host union in Morocco, UMT. She highlighted that the road to travel is thorny, but that unity is our strength, and marked the 200% increase in Arab women members since the last Congress.

Stephen Cotton, ITF General Secretary who celebrated the achievement of one million women transport workers in the ITF; Mich-Elle Myers and Jennifer Murray, Vice Chairs of the ITF Women Transport Workers' Committee; and Mary Liew, ITF Women Vice President also made opening remarks.

The Conference marked a minute's silence in memory of all the sisters who had passed since the last Congress, including Kathy Landy former member of the ITF Women Transport Workers' Committee representing the Road Transport Workers' Section and those women transport workers who had lost their lives to Covid-19.

The Executive Board Mutual Respect film was shown and strongly welcomed by delegates, and Mutual Respect Officers were introduced.

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

01. The Conference **adopted** the provisional agenda as presented.
02. The Conference **adopted** the Standing Orders as presented.

AGENDA ITEM 2: ELECTION OF RAPPORTEUR AND TELLERS/BALLOT SCRUTINEERS

03. The Conference **elected**:



Rapporteur
Diana Holland, Unite the Union, Great Britain (to be joined by the new Chair)
Ballot Scrutineers/Tellers
Africa – Maryam Jummai Bello Yassin (NURTW, Nigeria)
Arab World – Walaa Hussein (GTULTW, Egypt)
Asia/Pacific – Bua Vuli (FPSA, Fiji)
Europe – Liesbet Verboven (ACV-Transcom, Belgium)
Latin America – Lidia Amarilis Morales Garcia (SITRUEMPORNAC, Guatemala)
North America / Caribbean – Jordan Esopa (SIU, USA)

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

04. The Acting Women Transport Workers and Gender Equality Officer shared a brief overview of some of the key achievements for women transport workers since the last ITF Congress and introduced the ITF work programme for the next 5 years, outlining how the work programme builds on the work of the last inter-Congress period and will be integral to delivery of the ITF's vision for the future of transport, including the six demands for change.
05. Delegates' attention was drawn to the following documents:
- *Women Transport Workers Moving the World Forward – 'This is Our World Too!'*, outcomes and recommendations of the ITF Women Transport Workers' Conference held in Saly in September 2023 which were **accepted** and **endorsed**.
 - *Women Transport Workers Moving the World – Implementation of the ITF Work Programme for women transport workers 2018-2024* which was **welcomed** and **supported**.
06. The work programme priorities for women transport workers were presented by the Chair and three Vice Chairs under the two over-arching priorities:
- **Building women transport workers' economic power: Ending the systemic exclusion of women from decent and secure work in the global transport and logistics industry – 'This is our world too!'**
 - **Building the power of trade union action to end violence against women transport workers: globally, regionally, nationally and sectorally.**
07. The ITF position paper and implementation plan for 2025-2029 on 'A gender-transformative approach to climate action for women transport workers' was **welcomed** as a document that would strengthen the ITF strategy, and the ITF women's work programme implementation in this area.

08. Similarly, the ITF paper 'No-one left behind – the commute: safe transport to and from work for transport workers' was **welcomed**.
09. Many women wanted to take the floor to share their experiences and work for women transport workers. In discussion, delegates raised the following issues:
- Recognising and addressing mental health impacts for women transport workers.
 - Women's empowerment and training in new technologies are essential to face global change.
 - The huge impact of mobilisation of men in Ukraine during wartime, with women filling positions formerly held by them.
 - Sexual harassment and women's employment in informal transport.
 - Negotiation of C190 language into workplace agreements.
 - Organising and building women's activism in trade unions.
 - Equal pay.
 - Safe access to decent sanitation and its impact on women's health.
 - Reproductive health.
 - Support for the 'Be More than a Bystander' programme.
10. Those delegates who were unable to take the floor, due to time limitations, were encouraged to send their contributions in writing to the ITF Secretariat.
11. ITF initiatives such as the Women at Sea network and the 'Make work safe: elimination of violence and harassment against aviation workers' report' were shared.
12. The Conference acknowledged the ITF women inspectors, including efforts by the ITF to enhance the number of women within the worldwide ITF Maritime Inspectorate.
13. The Conference also acknowledged the ITF Global Women's Team members.
14. The Conference **endorsed** the provisional governance meetings schedule for 2024-2029 onwards, as presented:

2025	April Women Transport Workers' Committee (in conjunction with Executive Board)
2026	October Women Transport Workers' Committee (in conjunction with Executive Board)
2027	October Women Transport Workers' Committee (in conjunction with Executive Board)



2028	April Women Transport Workers' Committee (in conjunction with Executive Board)
	September Women Transport Workers' Conference Women Transport Workers' Committee (in conjunction with Conference)
2029	April Women Transport Workers' Committee (in conjunction with Executive Board)

AGENDA ITEM 4: MOTIONS

15. Two motions were referred to the Conference by the Resolutions Committee:

Motion 8: Get me home safely

16. The Conference **noted** and **supported** the motion, which had been discussed and adopted during the plenary session on 'Safety and health for transport workers' earlier in the week.

Motion 19 (redrafted): Moving forward: ITF Women 25 years on

Moved: **Bir** (Unite the Union, Great Britain)

Seconded: **Labarda** (AMOSUP, Philippines)

17. In the discussion on the motion:

- **Robinson** (RMT, Great Britain) talked to the amendments that had been submitted by the RMT as part of the motion process for Congress. The amendments had been incorporated into the motion presented.
- **Kanan** (GUTW, Palestine) welcomed the ITF's support for the Women's Committee in Palestine and the region.

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

AGENDA ITEM 5: ELECTIONS

5.1 Terms of Reference

19. The Conference **endorsed** the Terms of Reference of the ITF Women Transport Workers' Committee, as presented (**Annex 1**).

5.2 Committee Elections

20. The Conference **agreed** the composition of the ITF Women Transport Workers' Committee, attached as **Annex 2**.

21. The newly elected ITF Women Transport Workers' Committee convened during the Conference to elect the Chair and Vice Chairs. The following were **elected**:

Chair	Meryem Halouani (UMT, Morocco)
Vice Chair	Mich-Elle Myers (MUA, Australia)
Vice Chair	Jennifer Murray (Unifor, Canada)
Vice Chair	Anika Manavi (SYNTRAPAL, Togo)

CELEBRATION OF 25 YEARS OF THE ITF WOMEN TRANSPORT WORKERS' COMMITTEE

22. The Conference paid tribute to the 25 years of ITF Women being agreed as part of the ITF Constitution in 1998 – 102 years after the ITF was formed in 1896 – the ITF Women Transport Workers' Committee, Conference and all that has been done during these 25 years.
23. **Fernandes**, Executive Board Latin America and Caribbean Regional Women's Representative who was a member of the first ITF Women Transport Workers' Committee, introduced the [25-year special edition of the ITF Women magazine](#).
24. **Manavi**, Africa Regional Women's Representative, led a selfie action with the Conference delegates on #ThisIsOurWorldToo.

GOLD AWARDS

25. **Halouani**, newly elected Chair of the ITF Women Transport Workers' Committee presented gold awards 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 to:
- Diana Holland (Unite the Union, Great Britain), outgoing Chair of the ITF Women Transport Workers' Committee
 - Terri Mast (ILWU, US), outgoing Executive Board North America Women's Regional Representative
 - Ekaterina Yordanova (FTTUB, Bulgaria), outgoing Executive Board member and former ITF Women Vice President.
26. **Yordanova** expressed her gratitude to the ITF for its commitment to women transport workers worldwide; she thanked her union for its confidence in her and reminded the women that the most important thing is solidarity.
27. **Mast** thanked the ITF for all its support for transport workers around the world and reminded women that they are fighting for their children, for peace and for social justice.
28. **Holland** expressed her gratitude to the ITF and looked back to her first congress 30 years ago and the achievements that had been made during that time. She thanked her family, who had supported her and grown up with the ITF. She called on all the women in the conference to continue fighting for equality and for the needs of women globally.

AGENDA ITEM 6: ANY OTHER BUSINESS

29. There were no other items for discussion.

Annex 1**TERMS OF REFERENCE: WOMAN TRANSPORT WORKERS COMMITTEE**

Purpose

01. The ITF is promoting a gender transformative transport industry to end the systemic exclusion of women from decent work in transport. The ITF is committed to challenging the transport industry to act to end violence and harassment and enhance the position of women transport workers. The ITF will work with affiliates to break down barriers through representation, global standards, collective bargaining, and strengthening women in union leadership. All governing bodies and institutions of the ITF shall ensure a fair and effective representation of women transport workers, their active participation in activities and decision-making at all levels and action to end violence and harassment against women transport workers.
02. The Women Transport Workers' Committee shall deal with matters of concern related to women transport workers and oversee the implementation of the policies and work programme for women transport workers.
03. The Women Transport Workers' Committee, together with the ITF Women Transport Workers and Gender Equality Officer, shall advise the Executive Board and liaise with the industrial Sections, Regions and Departments to establish work programmes that promote the interests of women transport workers and promote gender equality.
04. The Committee shall work with affiliates and external organisations to provide and gather information, develop policies and recommendations on best practice, and work to promote these practices both within ITF affiliates and in the worldwide transport industry.
05. Membership of the Committee is dynamic, empowering affiliates through collective learning, action, and decision-making.
06. Members of the Committee shall:
 - Lead, promote and build the strategy for women transport workers in their sections, regions and countries.
 - Represent the ITF in relevant global bodies, and in the relationship with global employers and decision-makers.
 - Be involved and active in meetings.



07. The Committee shall determine the agenda, participation and procedures adopted at the global Women Transport Workers' Conferences.
08. Elected ITF Women Transport Workers' Committee members will be supported by the section, region, department representatives of the ITF Global Women's Team¹ with appropriate and accessible information and involvement in decision-making within the section, region, department so they can help shape section, region, department priorities, ensuring proper integration of women.

Composition

09. The Women Transport Workers' Committee is elected at the Women Transport Workers' Conference that takes place during the Ordinary Congress of the ITF in line with the Constitution.
10. The Women Transport Workers' Committee consists of the following:
 - **Regional women representatives** – elected at Regional Women's Conferences² and endorsed by the Regional Conferences (or as appropriate to the region), and also endorsed by regional electoral groups at Congress, and by the women transport workers' conference, reflecting the following regional distribution³:
 - Africa (3)
 - Arab World (1)
 - Asia/Pacific (4)
 - Europe (6)
 - Latin America (3)
 - North America and Caribbean⁴ (4)

¹ The ITF Global Women's Team is a collaborative body of staff comprising of section, region and department representatives. The group has specific authority to prioritise and increase meaningful spaces for women's voices and leadership and to increase and improve the visibility, status and conditions of women in transport through their section, region and department work programme. The main purpose of the group is to ensure the effective development, coordination and delivery of gender work across the ITF.

² Noting gender-based occupational segregation, this is based on total membership in the region.

³ The regional women's representatives shall be a reasonable reflection of the geographical membership distribution and its industrial structure. Seats are currently allocated per region based on the percentage distribution of the declared membership to the ITF.

⁴ In the event that Congress in October 2024 endorses the proposed change for the Caribbean region to be with the North America regional electoral group.



- The regional women representatives are members of the ITF Women Transport Workers' Committee and the ITF Regional Women's Committee where they exist;
 - **Executive Board women regional representatives** – one representative from each region (elected by the process outlined above for regional women representatives) and endorsed by the regional electoral groups at Congress and the Women Transport Workers' Conference. The Executive Board women regional representatives are members of the ITF Regional Committee, ITF Women Transport Workers' Committee, and the ITF Regional Women's Committee where they exist. It is agreed that the Chair of the ITF Women Transport Workers' Committee will be nominated for the Executive Board European regional women's seat.
 - **Section women representatives** – one representative from each of the industrial sections elected at section conferences at Congress⁵ and endorsed by the Women Transport Workers' Conference – who are members of both the ITF Women Transport Workers' Committee and their respective ITF Section Committee;
 - **Urban transport women representative** – one representative elected at the Urban Transport Conference at Congress and endorsed by the Women Transport Workers' Conference – who is a member of both the ITF Women Transport Workers' Committee and the ITF Urban Transport Steering Committee.
 - **Young women transport workers' representative** – elected by the Young Transport Workers' Conference at Congress – who is a member of both the ITF Women Transport Workers' Committee and the ITF Young Transport Workers' Committee
11. The officers of the Committee – including the Chair and one or more Vice-Chairs who shall not come from the same region – are elected from within the Committee membership. The Chair is a member of the ITF Executive Board. If the Chair is unable to attend, one of the Vice-Chairs will attend to represent the Committee (as an observer).
12. All members of the Committee shall come from ITF-affiliated unions declaring women transport worker members.

⁵ Based on total membership in the Section.

13. Apart from the positions of Chair and Vice-Chairs, a member of the Committee can only hold one position, vacating their current role if they are elected to another role on the Committee.
14. Elected women members of the ITF Executive Board are also invited to be part of the ITF Women Transport Workers' Committee.
15. Any vacancies that arise in the period between Congresses will be addressed in accordance with Rule XII of the ITF Constitution, including a process of consultation with the appropriate governing structure.
16. The Committee is also invited to nominate from within its membership a representative to sit on working groups and formal structures that are established by the Executive Board.

Operational

17. The Chair shall chair meetings of the Women Transport Workers' Committee. In the event that the Chair is not available, a Vice-Chair will assume the responsibility.
18. The Secretariat will, in consultation with the Chair, coordinate the activities of the Women Transport Workers' Committee.
19. The business of the Committee will be conducted, where there is a need and taking into account budgetary considerations, in multiple languages and the costs of participation are for the account of the affiliates concerned except where assistance has been agreed with the ITF Secretariat.
20. The Committee shall meet at least once a year and not more than twice a year – with one meeting held in conjunction with the ITF Executive Board to maximise participation and minimise costs, and another shorter meeting held as needed in conjunction with an activity. The Committee will identify the proposed schedule of Committee meetings for recommendation to the ITF General Secretary.
21. The Committee oversees the Women Transport Workers' Conference held in the inter-Congress period.
22. Members at all times shall address the Committee through the Chair. The Chair shall seek to maximise participation and may set a time limit for speakers, and may impose a limit on the number of times a member is permitted to speak on the same question. The Chair shall decide and confirm with the Committee on the procedure to be followed for debate and voting on any question, motion or amendment. The



Chair's decision is final and may only be challenged by a two thirds majority of the Committee members present.

23. The Committee has the authority to establish ad-hoc sub-committees and working groups to lead on the implementation of specific activities. Such bodies must include members of the Committee who will be required to provide updates to each meeting until a decision is taken to conclude the work of the group.
24. Between Committee meetings, as required, the Committee shall from time to time convene meetings of the Committee leadership – the Chair and Vice-Chair/s ('the Officers') and Executive Board women regional representatives. As required, a designated woman Section representative (or representatives) and Executive Board women members will also be invited to attend.
25. The report of Committee meetings will be circulated to members of the Committee only.

Decisions and voting

26. Decisions shall generally be taken by consensus, unless the Chair considers that a vote is necessary.
27. If a consensus cannot be reached, a vote at the Committee meeting shall be by show of hands of elected members on a one person one vote basis.
28. Each Committee member shall have one vote. Committee members can vote in person but cannot vote by proxy. Substitute representation may be granted providing written permission is sought from the Chair and ITF Women Transport Workers and Gender Equality Officer. In appropriate circumstances, substitutes are allowed to vote.
29. Normally voting shall be on the basis of simple majority; any member may request a secret ballot.

Observers

30. Advisers and observers may be permitted to attend Committee meetings by the Secretariat, in consultation with the Chair and according to the following criteria and limitations:
 - Unions wishing to send advisers and observers must obtain agreement in advance from the ITF Secretariat, providing details of the reason for their attendance;
 - There will be a restriction on the numbers of advisers and observers allowed to attend. The number will not normally exceed the number of members. Other

restrictions may be necessary due to practical considerations, such as the size of the meeting facilities;

- Advisers and observers will not normally be able to ask for the floor. Priority will be given to Committee members;
- Advisers and observers will not have voting rights.

Invited experts

31. At the invitation of the ITF Secretariat, and in consultation with the Chair, external expert(s) and adviser(s) may attend Committee meetings and participate as appropriate for the duration of discussion on specific items relating to their area of expertise.

Co-option

32. The Committee shall have the right, if necessary, to co-opt ex-officio (non-voting) members – for example, to more effectively report on priority projects, campaigns and activities relating to the Committee work programme, should they not be elected in their own right.
33. Co-opted members may speak and present. Co-opted members shall usually remain on the Committee until such time as the project, campaign or activity has concluded.
34. Co-option is decided by the Committee, based on a recommendation by the Chair and ITF Women Transport Workers and Gender Equality Officer.

Application

35. These procedures shall be reviewed at the first meeting of the newly-elected Committee following each Ordinary Congress.

August 2024

Annex 2**WOMEN TRANSPORT WORKERS' COMMITTEE****18 OCTOBER 2024**

Position	Name	Union	Country
Chair	Meryem Halouani	UMT	Morocco
Vice Chair	Mich-Elle Myers	MUA	Australia
Vice Chair	Jennifer Murray	Unifor	Canada
Vice Chair	Akosiwa Manavi Anika	SYNTRAPAL	Togo
Africa			
Regional women's representative	Morrine Mangoja	KHAWU	Kenya
Regional women's representative	Elgiva Bernice Baptista	NATAU	Namibia
Regional women's representative	Akosiwa Manavi Anika	SYNTRAPAL	Togo
Arab World			
Regional women's representative	Mariam Horchani	FNT	Tunisia
Asia/Pacific			
Regional women's representative	Mich-Elle Myers	MUA	Australia
Regional women's representative	Sheela Naikwade	MSTKS	India
Regional women's representative	Enkhtugs Bat-Erdene	FMRWU	Mongolia
Regional women's representative	Jasmin Labarda	AMOSUP	Philippines
Europe			
Regional women's representative	Hülya Grünefeld	ver.di	Germany
Regional women's representative	Avital Shapira-Shabirow	Histadrut	Israel
Regional women's representative	Vana Bosto	SUC	Croatia



Regional women's representative	Stephanie Vanden Eede	BTB-ABVV	Belgium
Regional women's representative	Cathrine Sæther Ertsås	Fagforbundet	Norway
Regional women's representative	Balvinder Bir	Unite the Union	Great Britain
Latin America			
Regional women's representative	Karina Benemerito	UF	Argentina
Regional women's representative	Luz Marina Peña Quitian	SNTT	Colombia
Regional women's representative	Cristina Sanchez Pavon	STLTRMAS	Mexico
North America / Caribbean			
Regional women's representative	Jennifer Murray	Unifor	Canada
Regional women's representative	Lenna Phenix	Teamsters	Canada
Regional women's representative	Julie Frietchen	IAM	US
Regional women's representative	Tami Ray	BIU	Bermuda
Executive Board women regional representatives			
Africa	Marian Atuguba	MDU	Ghana
Arab World	Meryem Halouani	UMT	Morocco
Asia/Pacific	Mary Liew	SMOU	Singapore
Europe	Sara Tripodi	FILT-CGIL	Italy
Latin America	Janaina Fernandes	FNTF	Brazil
North America/Caribbean	Wendy Morse	ALPA	US
Section representatives			
Civil Aviation	Daniela Modonesi	FILT-CGIL	Italy
Dockers	Jessica Isbister	ILWU	Canada
Fisheries	Glenda Frances Ono	WUSI	Solomon Islands
Inland Navigation	Olga Losynska	ver.di	Germany



Railway Workers	Simi Lalsingh	NFIR	India
Road Transport Workers	Karina Moyano	FNTCOTAC	Argentina
Seafarers	Lorena Pintor Silva	SINDMAR	Brazil
Tourism Services	Praveena Singh	AIRF	India
Urban Transport	Rute Caires	CNTTL	Brazil
Young women transport workers' representative			
	Pradita Ningrum	SPKA	Indonesia



MOVING THE WORLD FORWARD.

ITF CONGRESS 2024

YOUNG TRANSPORT WORKERS CONFERENCE
REPORT

18 OCTOBER 2024



REPORT

01. The Co-Chairs opened the conference with their remarks:
 - a **Dorotea Zec** remarks focused on the impressive growth of ITF's Youth membership since the last congress in 2018, increasing from 1.1 million to 1.8 million in 2023, despite challenges posed by covid-19. The creation of 57 new youth structures across various regions was noted, including countries like Algeria, the Philippines, and Argentina.
 - b **Horacio Calculli** underscored the importance of decent work for young workers, linking fair wages, safe working environments, and job stability with mental and physical well-being. He noted the development of cross-sectoral youth networks to address climate change, mental health, and sustainable transport. He also highlighted ITF youth's leadership in tackling gig economy challenges, particularly regarding delivery workers, by advocating for improved working conditions and building employer-worker relations.
02. The **ITF General Secretary** noted the importance of adding a Vice President for Youth, alongside the Co-Chairs, to the Executive Board as this **acknowledged** the new commitment and energy that young workers bring to the labour movement and in turn to the ITF.
03. The Conference noted the opening remarks which emphasised the ongoing commitment to building strong unions with active youth structures and focusing on future priorities such as climate change, equality, and mental health over the next five-year inter-congress period.

AGENDA ITEM 1: ADOPTION OF AGENDA AND STANDING ORDERS

04. The provisional agenda was **adopted** as presented.
05. The Standing Orders were **adopted** as presented.

AGENDA ITEM 2: ELECTION OF RAPPOREUR AND TELLERS/BALLOT SCRUTINEERS

06. The Conference **elected**:

Rapporteur
Lydia Ferrad, FNNT, Algeria

Scrutineers/Tellers
Camille Dyan Simbulan, AMOSUP, Philippines
Bill W Mutoro, TAWU, Kenya
Céline Ruffié, CFDT, France
Lydia Ferrad, FNTT, Algeria
Delfina Sappia, AAA, Argentina
Jas Giri, RMTU, New Zealand

AGENDA ITEM 3: CONGRESS VISION AND 2024-2029 PRIORITIES

07. **Baker Khundakji**, ITF Young Transport Workers' Officer and Future of Work Lead **presented** on the ITF workplan and key priorities.
08. The Conference **noted** and **supported** the Congress Vision and Executive Board motions.
09. The Conference **adopted** the related priorities for 2024 – 2029 for the vision for the ITF Young Transport Workers, highlighted in **Annex 1**.
10. The provisional governance schedule for the Young Transport Workers for 2024-2029 was **endorsed** as follows:

2025	March Young Transport Workers' Committee
2026	April Young Transport Workers' Committee
2027	April Young Transport Workers' Committee November <i>Young Transport Workers' Conference</i>
2028	March Young Transport Workers' Committee
2029	April Young Transport Workers' Committee

11. The Conference:
 - **noted** and **supported** the Congress Vision and Executive Board motions,
 - **adopted** the related 2024-29 Young Transport Workers priorities
 - **adopted** the workplan and governance schedule as presented.

AGENDA ITEM 4: MOTIONS

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

Motion 5 (redrafted): Empowering young transport workers in the ITF

Moved: **Calculli** (AAA, Argentina) outlined that:

- a The motion emphasises a strong commitment to supporting young workers, aligns with the resolutions of the Young Transport Workers (YTW) committee and falls under the workplan of Resolution 20.

Seconded: Sindikat Pomoraca Hrvatske (SUC), Croatia.

13. The Conference **endorsed** redrafted Motion 5 as presented with a **majority vote**.
14. The Conference further discussed two motions with a focus on young workers, which had been adopted in the Seafarers' (Motion 26) and Railway Workers' Conferences (Motion 39)

Motion 26: Promoting the future of work for young maritime workers

- **Ballout**, (ver.di, Germany) presented the motion, emphasising the need to focus on the future of work and tech impacts for young maritime workers. It highlighted challenges in the maritime sector and the importance of supporting young workers as they navigate evolving industry dynamics.
- **Siahaan** (MEBA, USA) **supported** the motion and **acknowledged** the challenges in reversing negative trends in the industry and the uncertainty about whether young people are still interested in working in this sector. Stressed that the industry must do more to accommodate young workers. Additionally, the importance of using automation to augment, rather than replace jobs was emphasised; and that automation should not be used as a cost-cutting measure to reduce crew sizes on board.

Motion 39 (redrafted): Training our young people

- **Deledeuille** (CGT, France) **stressed** the importance of equipping young workers in the Railway sector with the tools and training needed to defend their rights. They noted the gap between prescribed tasks and actual work done, which leads to growing fatigue, insecurity, and a disconnection between young workers and their work environments. The motion called for concrete measures like training, surveys, and spaces for expression to empower youth. They affirmed that collective action and international solidarity are key to defending and advancing workers' rights in a changing world.
15. The Conference **noted** Motions 26, including Amendment 1, and redrafted Motion 39 as presented.
16. Comments and contributions from the floor:

17. **Vishnumolakala and Choudhary** (NFIR, India): highlighted the union's initiatives for young workers' safety, including the development of an app and first responder operations.
18. **Khalifa** (Unionen, Sweden): Welcomed the motions emphasising the importance of the transportation sector in global progress. Echoed sentiments about the current challenges faced by young workers in a rapidly growing industry and the impacts of automation.
19. **Martinez** (SEAMARA, Argentina): Addressed the suppression of the right to strike under the Milei government, alongside attacks on collective bargaining agreements and education. Called on the ITF to advocate against these measures affecting Argentine workers.
20. **Ben Hamouda** (FNT, Tunisia): Expressed concerns about youth migration and the need to create a dynamic transportation sector that offers opportunities and decent jobs for young workers in Tunisia.
21. **Guzmán Vanegas** (SNTT, Colombia): Urged young workers to focus on knowledge sharing rather than monopolising information, especially in the face of marginalisation faced amongst young workers. Requests the ITF to develop broader networking platforms.
22. **Singh** (AIRF, India) highlighted two key points: the powerful youth movement and the need for the ITF to enhance global positions while focusing on skills development and training interlinked with job creation to shape the future of work.

AGENDA ITEM 5: ELECTIONS

5.1 Young Transport Workers Terms of Reference/Governing rules

23. **Zec** noted the three youth **positions** in the Executive Board; inclusive of a newly elected Vice President and the two Young Transport Workers' Co-Chairs.
24. ITF Young Transport Workers' Officer and Future of Work Lead **presented** the amendments to the Governing Rules noting that the amendment to Executive Board Vice President position has been reflected in the Governing Rules, which included the addition of a Youth Vice President position and the criteria for electing the position.
25. The Governing Rules were **endorsed** as presented.
26. The Terms of Reference and composition of the **Young Transport Workers' Committee** were **endorsed** as presented.

5.2 Committee Elections

27. The Conference:

- **endorsed** the Young Regional Representatives as elected by the Regional Electoral Groups
 - **endorsed** the Young Representatives elected by the relevant Section Conferences
 - **elected** the Women Transport Workers Representative and the two Ordinary Members (with one Ordinary Member seat to be filled on a shared-term basis, changing mid-way through the Congress cycle), and
 - **endorsed** the election of the Co-Chairs and the nomination of the Youth Vice President
28. The Conference **endorsed** the newly elected members to the ITF Young Transport Workers Committee:
- Co-Chairs: **Preeti Singh** (AIRF, India) and **Nick Loridan** (BTB, Belgium)
 - Youth Vice President: **Nice Amon Mwansasu** (COTWU, Tanzania)
29. The Young Transport Workers Committee composition is attached in **Annex 2**.

Young Transport Workers Structures

30. Delegates were invited to respond to a poll, asking about the existing young workers structures in their own unions, in relation to long-term goals of the young transport workers' work programme. The responses were:

Area of Work	Percentage %
Young workers at national level	27.6%
Young workers at branch level	22.9 %
Young workers network	18.8%
Young workers coordinator/officer	23.1%
No young workers structure in place yet	7.2%

31. Daniela Biocca, ITF Deputy Young Transport Workers Officer opened the floor for discussion on what can be done today to achieve long-term goals.
32. Members **contributed**:
- a **Right to Strike: Maturano** (La Fraternidad, Argentina) Focusing on the right to strike, noting references to the Milei government and planned general strike on the 30 October, 2024 in Argentina.
 - b **Equality: Offlands** (RMT, Great Britain) added to the discussion about long-term goals, specifically regarding the representation of young workers in trade unions. He pointed out that many union representatives are not young workers and thus are excluded from decision-making and lobbying process. He noted their campaigns to increase the number of health and safety representatives who are younger and mentioned the negative impacts of privatisation, reflecting on struggles faced in the UK.

- c **Equality: Labarda** (AMOSUP, Philippines) discussed actions taken within her union to achieve long-term goals, emphasising the importance of respect and mutual bargaining. She stressed the significance of remembering the underlying reasons for their efforts.
- d **Equality: Ibraheem al Saudi** (GUPW, Jordan) raised a question about the capacity of youth in the Arab world to lead in trade unionism. He highlighted that in Jordan, young people are occupying leading positions and must take charge of trade union efforts.

AGENDA ITEM 6: ANY OTHER BUSINESS

33. The Conference **recognised** the outgoing Committee, and **congratulated** Dorotea Zec and Horacio Calculli, the outgoing Co-Chairs for their contributions to the ITF Young Transport Workers' work programme.

Annex 1**ITF YOUNG TRANSPORT WORKERS' PRIORITIES 2024-2029**

- Continue to build and activate youth structures in affiliated unions as well as in ITF sections, regions and departments.
- Continue to create leadership opportunities and capacity building programmes to empower young workers to strengthen youth membership and young workers structures.
- Continue to organise workers in non-standard forms of employment, to support affiliates campaigning efforts in the gig economy and influence legislative reforms concerning gig economy and new technologies in line with the ITF Gig Economy Employer Principles.
- Promote policies and strategies to support youth decent employment, quality apprenticeship and training opportunities for young workers in the transport industry.
- Support equality initiatives and capacity building on ILO Convention 190, ITF congress resolutions on the rights of LGBT+, migrant workers and workers with disabilities.
- Continue to take action in solidarity with fellow young workers in countries of conflicts.
- Educate, campaign and bargain on mental health at work assisting young affiliates to develop and implement plans and strategies to address mental health issues in their workplaces
- Organise, campaign and advocate for sustainable transport and just transition across the transport sectors from workplaces to multilateral policy spaces, building alliances with youth-led organisations.

Annex 2**YOUNG TRANSPORT WORKERS' COMMITTEE****18 OCTOBER 2024**

Position	Name	Union	Country
Co-Chair	Preeti Singh	AIRF	India
Co-Chair	Nick Loridan	BTB	Belgium
Youth Vice President	Nice Amon Mwansasu	COTWU	Tanzania
Seafarers Section Representative	Camille Simbulan	AMOSUP	Philippines
Civil Aviation Section Representative	Bill Mutoro	TAWU	Kenya
Dockers' Section (2 x Co-Representatives)	Nick Loridan Miracle-Ann King	BTB BWU	Belgium Barbados
Fisheries Section Representative	Camila Baudoin	CCUOMM	Argentina
Inland Navigation Section Representative	Matias Hernan Vargas	SOMU	Argentina
Road Transport Section Representative	Murad Breik	GUTW	Palestine
Railway Workers' Section Representative	Preeti Singh	AIRF	India
Tourism Services Section Representative	<i>Vacant</i>		
Youth Representative for Urban Transport	Jas Giri	RMTU	New Zealand
Women Transport Workers' Representative	Pradita Ningrum	SPKA	Indonesia
Warehouse representative	Yasmina Basta	FNTT	Algeria
Ordinary Member	Shanitah Birungi	ATGWU	Uganda
Ordinary Member	Marcus Vinicius Balbino de Silva Marques & Daniel Lico	CONUTTMAF UPSA	Brazil Argentina
Coopted Member – Platform Workers	Joshua Millroy	TWU	Australia
Regional Representatives			
Regional Representative – Latin America	Clauver Tapia Castilho	FENTAC/CUT	Brazil

Position	Name	Union	Country
Regional Representative – Latin America	Fernando Espino Garcia	SNTSTC	Mexico
Regional Representative Latin America	Ana Milena Guzman	SNTT	Colombia
Regional Representative Latin America	Delfina Sappia	AAA	Argentina
Regional Representative Africa	Perseverance Mulamba Yowa	CSC/TRANSCOM	DRC
Regional Representative Africa	Vincent Terhemba Tyohon	NUR	Nigeria
Regional Representative Africa	Nice Amon Mwansasu	COTWU (T)	Tanzania
Regional Representative Africa	Ivanilda Madede	SINTAC	Mozambique
Regional Representative Arab World	Yasmina Basta	FNTT	Algeria
Regional Representative Arab World	Murad Breik	GUTW	Palestine
Regional Representative Arab World	Walaa Hussein	GTULTW	Egypt
Regional Representative Asia Pacific	Preeti Singh	AIRF	India
Regional Representative Asia Pacific	Dominic Yong	SMOU	Singapore
Regional Representative Asia Pacific	Aarin Moon	MUA	Australia
Regional Representative Asia Pacific	Masami Endo	JSU	Japan
Regional Representative North America	Zakary Coker	IAM	USA
Regional Representative North America	Erick Siahaan	MEBA	USA
Regional Representative North America	Luc Arsenault	ALPA	Canada
Regional Representative Caribbean	Gamala Warner	SWWTU	Trinidad
Regional Representative Europe	Céline Ruffié	FGTE-CFDT	France
Regional Representative Europe	Lyubomir Drenski	FTTUB	Bulgaria

Position	Name	Union	Country
Regional Representative Europe	Panagiotis Tsikalakis	PNO	Greece
Regional Representative Europe	Nicolas Drexel	ver.di	Germany
Regional Representative Europe	Iryna Yerinenko	MTWTU	Ukraine
Regional Representative Europe	Rikard Näslund	Seko	Sweden

PARTICIPANTS

AFFILIATES

Country	Organisation	Name	Role
Algeria	Fédération National des Cheminots	Lounis Saidi	Lead delegate
Algeria	Fédération Nationale des Travailleurs des Transports - Union Générale des Travailleurs Algériens	Seddik Berrama	Lead delegate
		Abdelghafour Boulahia	Delegate
		Basta Yasmina	Delegate
		Hayat Abdelmoumene	Delegate
		Lydia Ferrad	Delegate
		Mounia Setti Belhadj Tahar	Delegate
		Hassen Mellis	Adviser
		Lilia Tayebi	Adviser
		Nabil Bahloul	Adviser
		Nazim Aouiche	Adviser
Algeria	Federation Nationale Travailleurs Ports Algériens -UGTA	Boulassel Noureddine	Lead delegate
		Abdelhak Boufaatit	Delegate
		Hafida Bouden	Delegate
		Nesreddine Saari	Delegate
Antigua & Barbuda	Antigua & Barbuda Workers' Union	David Massiah	Lead delegate
		Briann Russell	Adviser
		Wendy Nicholas	Adviser
Argentina	Asociación Argentina de Aeronavegantes	Horacio Calculli	Lead delegate
		Delfina Sappia	Adviser
		Juan Pablo Brey	Adviser
		Tomas Gustavo Comotti	Adviser
Argentina	Asociación Argentina de Empleados de la Marina Mercante	Eduardo Quattrocchi	Lead delegate
		Carlos Esteche	Adviser
Argentina	Asociación de Personal Aeronáutico	Edgardo Llano	Lead delegate
		Monica Ameneiros	Adviser
		Rafael Alfredo Mella	Adviser
		Rodrigo Borrás	Adviser
Argentina	Asociación Obrera de la Industria del Transporte Automotor Córdoba, Argentina	Emiliano Gramajo	Lead delegate
		Maria Polak	Adviser
Argentina	Asociación Técnicos y Empleados de Protección y Seguridad a la Aeronavegación	Paola Barranta	Lead delegate
		Victoria Elisa Correa	Adviser
Argentina		Eduardo Arturo Baglietto	Lead delegate

Country	Organisation	Name	Role
	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante	Camila Baudoin	Adviser
		Marcos Ricardo Castro	Adviser
		Roberto Jorge Alarcón	Inspector/ Coordinator
Argentina	Centro de Jefes y Oficiales Maquinistas Navales	Eduardo Oscar Mayotti	Lead delegate
		Marcelo Omar Giurlani	Adviser
Argentina	Centro de Patrones y Oficiales Fluviales, de Pesca y Cabotaje Marítimo	Mariano Moreno	Lead delegate
		Ariel Homero Sudán	Adviser
Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas, Logística y Servicios	Juan Rafael Aranda	Lead delegate
		Facundo Moyano	Delegate
		Jose Luis Garcia	Delegate
		Karina Moyano	Delegate
		Oscar Alejandro Borda	Delegate
		Pablo Moyano	Delegate
Argentina	Sindicato Conductores Navales de la República Argentina	Vilar Mariano	Lead delegate
		Ezequiel Arturo Viganotti	Adviser
		Hernan Barone	Adviser
Argentina	Sindicato de Guincheros y Maquinistas de Grúas Móviles de la República Argentina	Roberto Eduardo Coria	Lead delegate
Argentina	Sindicato de Obreros Marítimos Unidos	Jorge Alejandro Vargas	Lead delegate
		Angel Juan Navarro	Delegate
		Hernan De Corte	Adviser
		Jose David Valderrama	Adviser
		Matias Vargas	Adviser
		Raúl Durdos	Adviser
		Salvador Cohen	Adviser
Argentina	Sindicato del Personal de Dragado y Balizamiento	Jorge Daniel Aruto	Lead delegate
		Roberto Andres Milio	Adviser
		Sergio Ariel Chavez	Adviser
Argentina	Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina	Javier López	Lead delegate
		Diego Andres Martinez	Adviser
Argentina	Sindicato Flota Petrolera e Hidrocarburifera	Braian Nahuel Brizuela	Lead delegate
		Jorge Fedenczuk	Adviser
Argentina	Sindicato La Fraternidad	Julio Adolfo Sosa	Lead delegate
		Julian Ariel Sosa Cappello	Delegate
		Nicolas Antonio Coria	Adviser
		Nicolas Octavio Galeano	Adviser
		Omar Sebastian Maturano	Adviser
Argentina	Sindicato Trabajadores Viales y Afines de la República Argentina	Ana Maria Graciela Alena	Lead delegate
		Maria Alejandra Aleña	Adviser

Country	Organisation	Name	Role
		Patricia Liliana De La Rosa	Adviser
Argentina	Unión del Personal Superior y Profesional de Empresas Aerocomerciales	Franco Nervegna	Lead delegate
		Ana Regina Clode	Adviser
		Jose Leonetti	Adviser
Argentina	Unión Ferroviaria	Sergio Luciano Sasia	Lead delegate
		Emmanuel Julio Alberto Alegre	Delegate
		Karina Fabiana Benemerito	Delegate
Australia	Australian Institute of Marine & Power Engineers	Martin Byrne	Lead delegate
		John Hartree	Adviser
Australia	Australian Maritime Officers Union	Jarrod Moran	Lead delegate
Australia	Australian Rail, Tram & Bus Industry Union	Shayne Kummerfeld	Lead delegate
		Alex Claassens	Delegate
		Leanne Holmes	Delegate
		Amedeo D'Aprano	Adviser
		David Babineau	Adviser
		Stefanie Whyte	Adviser
Australia	Flight Attendants' Association of Australia	Teri O'Toole	Lead delegate
		Shauna Mc Cormack	Adviser
Australia	Maritime Union of Australia	Mich-Elle Myers	Lead delegate
		Aarin Moon	Delegate
		Paddy Crumlin	Delegate
		Adam Lee	Adviser
		Brad Dunn	Adviser
		Christine Field	Adviser
		Christy Cain	Adviser
		Daniel Gutman	Adviser
		Dannan Edwards-O'Neill	Adviser
		Doug Heath	Adviser
		Hans Bishop	Adviser
		Jacob Field	Adviser
		Jason Murphy	Adviser
		Michael Crisp	Adviser
		Riley Chapman-Politis	Adviser
		Anna Carroll	Observer
		Peter Benten	Observer
		Thomas Mayo	Observer
		Ian Bray	Inspector/ Coordinator
		Sandra Bernal	Inspector/ Coordinator
Australia		Michael Kaine	Lead delegate

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	Transport Workers' Union of Australia	Emily McMillan	Delegate
		Joshua Millroy	Delegate
		Richard Olsen	Delegate
		Tim Dawson	Adviser
Austria	Gewerkschaft vida	Roman Hebenstreit	Lead delegate
		Daniel Liebhart	Delegate
		Gerhard Tauchner	Delegate
		Lukas Hackensellner	Delegate
		Olivia Janisch	Delegate
		Maria Rathgeb	Adviser
Austria	younion _ Die Daseinsgewerkschaft	Martin Steininger	Lead delegate
		Sarah Popernitsch	Delegate
Bahamas	Bahamas Hotel Catering and Allied Workers Union	Sheila Burrows	Lead delegate
		Amos Major	Adviser
		Marsha Bullard	Adviser
Bahrain	Asry Labour Union	Abdullah Hasan Abdullah	Lead delegate
		Ali Ali	Adviser
Bahrain	BAH DHL Trade Union	Saleh Aladhem	Lead delegate
		Mahmood Juma	Adviser
Bahrain	Bahrain Airport Services (BAS) Union	Ebrahim Al Ansari	Lead delegate
		Ammar Abdulrahman	Adviser
Bahrain	Flight Attendants General Trade Union	Abdul Qader Hassan Hussain	Lead delegate
		Ali Yusuf Abbas	Adviser
		Ameena Husain Mohamed	Adviser
		Naimah Khalid AlSamah	Adviser
Bahrain	Foulath Group General Trade Union	Mohamed Neama	Lead delegate
Bahrain	GARMCO Trade Union	Majeed Alhulaibi	Lead delegate
		Ammar Almuallim	Adviser
		Fadhel Mohamed	Adviser
		Nabeel Almahasna	Adviser
Bahrain	General Federation of Bahrain Trade Unions	Yusuf Ahmad	Lead delegate
		Hood Shamsan	Adviser
		Husain Aldairi	Adviser
Bahrain	General Labour Union of Marine Ports	Salman Alsaad	Lead delegate
Bahrain	Gulf Air Pilots Trade Union	Saqr Alhammadi	Lead delegate
		Fawaz Hasan	Adviser
		Zaman Alansari	Adviser
Bangladesh	Bangladesh Biman Employees' Union	Abdul Mannan	Lead delegate
		Abdul Khaleque	Adviser

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		M Ezazul Haque	Adviser
		MD Mohi Uddin	Adviser
Bangladesh	Bangladesh Merchant Marine Officers' Association	Anam Chowdhury	Lead delegate
Bangladesh	Bangladesh Noujan Sramik Federation	Chowdhury Ashiqul Alam	Lead delegate
		Atikul Islam	Delegate
		Md Abdur Rahman	Delegate
		Alam Mohammed Nabi	Adviser
		Md Shah Alam	Adviser
Bangladesh	Bangladesh Railway Employees' League	Md Enayat Hossain Akand	Lead delegate
Barbados	Barbados Workers' Union (The)	Sean Scott	Lead delegate
Belgium	ACOD/CGSP Telecom Vliegwezen/Aviation	Annuska Keersebilck	Lead delegate
		Fabrice Mathieu	Adviser
Belgium	ACV - Openbare Diensten	Jo Van der Hertten	Lead delegate
		Pieter Thys	Delegate
Belgium	ACV - Transcom	Kurt Callaerts	Lead delegate
		Christian Roos	Delegate
		Koen De Mey	Delegate
		Liesbet Verboven	Delegate
		Ludovic Moussebois	Delegate
		Matthias Decorte	Delegate
Belgium	ACV Puls	Wannes Gielis	Lead delegate
		David Wytinck	Delegate
		Dieter Vandervoort	Adviser
		Kris Vanden Bossche	Adviser
Belgium	Belgische Transportbond (BTB) - Union Belge du Transport (UBT)	Frank Moreels	Lead delegate
		Jacques Kerkhof	Delegate
		Marc Loridan	Delegate
		Nick Loridan	Delegate
		Stephanie Vanden Eede	Delegate
		Tom Peeters	Delegate
		Veronique De Roeck	Delegate
		Bart Pierre	Adviser
		Birger Victor	Adviser
		Christel Evers	Adviser
		Dariusz Pokora	Adviser
		Fatima Timouzar	Adviser
		Frank Verhulst	Adviser
		Hillal Sor	Adviser
		Ivan del Percio	Adviser
Johnny Coin	Adviser		

Country	Organisation	Name	Role
		Koenraad Decraene	Adviser
		Patrick Delrue	Adviser
		Rachid El Khattabi	Adviser
		Raf Burm	Adviser
		Ronald Allaer	Adviser
		Sabrina Lossignol	Adviser
		Wim De Jonghe	Adviser
Belgium	Metaal Centrale der Metaalbewerkers	Rohunny Champagne	Lead delegate
		Marc Lenders	Adviser
		Ortwin Magnus	Delegate
Belgium	Secteur Cheminots de la Centrale Générale des Services Publics	Gunther Blauwens	Lead delegate
		Christine Reniers	Delegate
		Vincent Mercier	Delegate
		Arnaud Decoux	Adviser
		Tony Fonteyne	Adviser
		Werner Roelandt	Adviser
Belgium	Syndicat des Employés, Techniciens et Cadres de Belgique	Dorine Cordy	Lead delegate
		Geoffry Broux	Adviser
		Johan Van Eeghem	Adviser
		Joost Lestabel	Adviser
		Paul Debooser	Adviser
Benin	Federation des Syndicats des Travailleurs de l'Asecna	Richard d'Almeida	Lead delegate
Benin	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin	Bonaventure Sanni	Lead delegate
Benin	Syndicat National des Marins du Bénin	Souradjou Alassane Fousseni	Lead delegate
Benin	Syndicat Uni des Travailleurs de l'Aviation Civile et de la Météorologie	Cherifatou Malehossou	Lead delegate
Bermuda	Bermuda Industrial Union	Tami Ray	Lead delegate
Botswana	Botswana Transport & General Workers Union	Orapeleng Glorlah Keagile	Lead delegate
Brazil	Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos	Carlos Augusto Muller	Lead delegate
		Alexandre Oliveira Rosa	Delegate
		Ana Carolina Coelho Bragança Penteadó	Delegate
		Cecília de Fátima Rodrigues	Delegate
		Diego Pereira de Carvalho Pires	Delegate
		José Adilson Pereira	Delegate
		Jose Eduardo Antunes Santos	Delegate

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		Lorena Pintor Silva	Delegate
		Marcus Vinícius Balbino da Silva Marques	Delegate
		Bianca Rodrigues Calenzo	Adviser
		Edson Martins Areias	Adviser
		Ernando João Alves Júnior	Adviser
		José Nilson Silva Serra	Adviser
		Paulo de Tarso Gonçalves Junior	Adviser
		Rose Vitoria Macedo Menezes	Adviser
Brazil	Confederação Nacional dos Trabalhadores em Transportes e Logística	Rute Caires	Lead delegate
		Raimundo Lucio Lima da Silva	Delegate
		Marcos Ventura Alves	Adviser
Brazil	Confederação Nacional dos Trabalhadores em Transportes Terrestres	Antonio Wagner Barbosa Costa	Lead delegate
Brazil	Federação dos Trabalhadores em Transportes Rodoviários do Estado de São Paulo	Wilson Santos	Lead delegate
		Fariza Nina Queiroz Liporassi Soares	Delegate
		Vanderleia da Silva Alba Ferreira	Delegate
Brazil	Federação Nacional dos Trabalhadores em Aviação Civil	Rodrigo Maciel Silva	Lead delegate
		Clauver Tapia Castilho	Delegate
Brazil	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins	Ricardo Leite Goulart Ponzi	Lead delegate
		Ana Maria da Silva Pinto	Delegate
		Luís Rodrigues Leite Penteado	Delegate
		Cristina Suemi Kaway Stamato	Adviser
		Luiz Eduardo Prezidio Peixoto	Adviser
		Marcelo Andrade Silva Schmidt	Adviser
Brazil	Federação Nacional dos Trabalhadores Ferroviários	Janaina Fernandes	Lead delegate
		Francisco Aparecido Felício	Delegate
		João Edacir Calegari Moraes	Delegate
Brazil	Sindicato dos Condutores de Veículos Rodoviários e Anexos de São José do Rio Preto e Região	Daniel Candido Rodrigues	Lead delegate
Brazil	Sindicato dos Motoristas e Cobradores de Ônibus de Curitiba e Região Metropolitana	Vanusa Pereira Coelho	Lead delegate

Country	Organisation	Name	Role
Brazil	Sindicato dos Motoristas em Empresas de Transportes Rodoviários, Urbano de Passageiros, Fretamentos, Usinas e Destilarias de Açúcar e Álcool, Condomínios, Sítios e Fazendas de Pitangueiras	Julio Cesar Curci	Lead delegate
Brazil	Sindicato dos Trabalhadores em Hotéis Bares e Restaurantes de Águas de Lindoia e Região	Antonio Carlos da Silva Filho	Lead delegate
Brazil	Sindicato dos Trabalhadores em Transportes Rodoviário de Jales e Região	Jose Roberto Duarte da Silveira	Lead delegate
Brazil	Sindicato dos Trabalhadores em Transportes Rodoviários de Sorocaba e Região	Elisângela Bergamo	Lead delegate
		Camila Almeida Bergamo Grusca	Delegate
		Flavio Vieira de Melo	Delegate
Brazil	Sindicato dos Trabalhadores em Transportes Rodoviários Urbanos, Cargas e Anexos do Litoral Norte	Francisco Israel	Lead delegate
Brazil	Sindicato dos Transportes Rodoviário de Mogi das cruces e Região	Elaine Amélia De Freitas	Lead delegate
Brazil	Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos	Marcelo Tavares	Lead delegate
		Eliane Trevisani	Delegate
		Marco Antonio Guimarães	Delegate
		Daniela Botelho Ferreira	Adviser
Brazil	Sindicato Nacional dos Marinheiros e Moços de Máquinas em Transportes Marítimos e Fluviais	Marcio Vinicio	Lead delegate
Brazil	Sindicato Nacional dos Oficiais da Marinha Mercante	Marco Aurélio Lucas Da Silva	Lead delegate
		Rinaldo Antonio de Medeiros Filho	Delegate
		Silvânia Ferreira Pereira	Delegate
		Elizabeth Medeiros	Adviser
		Gustavo Menezes	Adviser
		José Valido da Conceição	Adviser
		Miriam dos Santos Castro	Adviser
		Sandra Maria Nascimento Válido da Conceição	Adviser
Bulgaria	Bulgarian Seafarers' Trade Union	Petar Petrov	Lead delegate
Bulgaria	Seamen's Syndicate	Pavel Borislavov Braynov-Chaveev	Lead delegate
		Martin Ilkov Ivanov	Adviser

Country	Organisation	Name	Role
		Nikolinka Georgieva Nikolova-Boeva	Adviser
Bulgaria	National Union of Railway Workers - PODKREPA	Kalina Vitanova	Lead delegate
		Zorincho Yordanov	Adviser
Bulgaria	Federation of Transport Trade Unions in Bulgaria	Ekaterina Yordanova	Lead delegate
		Alina Miluisheva	Delegate
		Lyubomir Drenski	Delegate
		Bissera Dimitrova	Adviser
		Daniela Vassileva	Adviser
		Dimitar Dimitrov	Adviser
		Eleonora Filcheva	Adviser
		Ivan Koev	Adviser
		Ivanka Ivanova	Adviser
		Kremena Ivanova	Adviser
		Nadezhda Staneva	Adviser
		Petko Aleksandrov	Adviser
		Reneta Petrova	Adviser
		Yordan Galabov	Adviser
		Emiliya Hristova	Observer
		Krastin Kyukov	Observer
Rumen Angelov	Observer		
Zhasmina Lazarova	Observer		
Burkina Faso	Fédération des Syndicats des Travailleurs et Auxiliaires des Transports du Burkina	Marc Stéphane Yameogo	Lead delegate
Burkina Faso	Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés	Ahmed Lamizana	Lead delegate
		Ernestine Yameogo/Nanema	Adviser
		Roselyne Soubeiga	Adviser
Burkina Faso	Union des Chauffeurs routiers du Burkina	Brahima Rabo	Lead delegate
		Nafissatou Ouedraogo	Delegate
Burundi	Fédération Nationale des Travailleurs des Transports, du Social et de l'Informel	Harerimana Mireille	Lead delegate
Cabo Verde	Sindicato de Transportes, Telecomunicações, Hotelaria e Tourismo	Amílcar Alberto Da Costa Neves Júnior	Lead delegate
Cabo Verde	Sindicato dos Transportes, Comunicações e Administração Pública	Maria Monteiro	Lead delegate
Cambodia	Cambodia Informal Economy Reinforce Association	Puthy Den Mang	Lead delegate

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Cambodia	Independent Democracy of Informal Economy Association	Vuthy Long	Lead delegate
Cameroon	National Union of Registered and Associated Seafarers of Cameroon	Gouanfo Innocent	Lead delegate
Cameroon	Syndicat National des Conducteurs Routiers du Cameroun	Bassirou Ahmadou	Lead delegate
Cameroon	Syndicat National des Travailleurs du Transport Aérien Catering et Activités Connexes du Cameroun	Josiane Nathalie Ebede Metila Epse Simeu Etoundi	Lead delegate
Canada	Air Line Pilots' Association, International - Canada	Rodney Lypchuk	Lead delegate
		Tim Perry	Delegate
		Luc Arsenault	Adviser
Canada	Amalgamated Transit Union Canada	John di Nino	Lead delegate
Canada	CUPE National Airline Division	Wesley Lesosky	Lead delegate
		Chantale Grenon-Nyenhuis	Delegate
Canada	International Longshore and Warehouse Union Canada	Rob Ashton	Lead delegate
		Jessica Isbister	Delegate
		Jason Woods	Adviser
		Perry Gatto	Adviser
		Stephanie Dobler	Adviser
		Tom Doran	Adviser
Canada	National Union of Public and General Employees	Bert Blundon	Lead delegate
		Eric McNeely	Delegate
Canada	Seafarers' International Union of Canada	Christopher Given	Lead delegate
		Michael Given	Delegate
		Nadia Pecoraro	Delegate
		Cristol Gidney	Adviser
		Ryan McWhinnie	Adviser
		Kyle Campbell	Inspector/ Coordinator
Canada	Teamsters Canada	François Laporte	Lead delegate
		Mariam Abou-Dib	Delegate
		Regina Botnari	Delegate
		Stan Hennessy	Delegate
		Dave Cooper	Adviser
		Jean-François Pelletier	Adviser
		John McCann	Adviser
		Michel Heroux	Adviser
		Paul Boucher	Adviser
		Pierre André Blanchard	Adviser
		Ryan Finnsen	Adviser
		Stéphane Deblois	Adviser
		Canada	Unifor

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		Gavin McGarrigle	Delegate
		Jennifer Murray	Delegate
		Len Poirier	Delegate
		Nick Von Schoenberg	Delegate
		Daniel Cloutier	Adviser
		Joel Kennedy	Adviser
		Karl Risser	Adviser
		Nancy Risser	Adviser
		Sandi McManus	Adviser
		Scott Bateman	Adviser
		Tammy Moore	Adviser
		Zoltan Czippel	Adviser
Central African Republic	Syndicat National des Conducteurs des Taxis et Bus	Dengue Edmond	Lead delegate
Chad	Syndicat Unifie Des Chauffeurs Et Conducteurs Du Tchad	Saleh Nassour Mahamat	Lead delegate
Chile	Asociación Nacional de Funcionarios de la Dirección General de Aeronáutica Civil	Javier Andres Villarroel Rivas	Lead delegate
Chile	Federación de Sindicatos de Metro S.A.	Eric Campos Bonta	Lead delegate
Chile	Federación de Tripulantes de la Marina Mercante de Chile	Juan Carlos Inostroza Carcamo	Lead delegate
Chile	Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile	José Clodomiro Sandoval Pino	Lead delegate
Chile	Federación Nacional de Transporte Ferroviario de Pasajeros, Carga, Afines y Conexas	Denis Alexis Vara Cortés	Lead delegate
Chile	Sindicato Interempresa de Oficiales de Marina Mercante	Héctor Azúa Almeida	Lead delegate
Chile	Sindicato Nacional de Trabajadores DHL Chile S.A. (Sindicato N ° 1)	Luis Andres Higuera Ferrada	Lead delegate
Colombia	Asociación Colombiana de Auxiliares de Vuelo y demás Trabajadores de la Industria del Sector Aéreo Colombiano	Aura Lorena Rodriguez Aguilar	Lead delegate
Colombia	Sindicato de los Trabajadores del Transporte Aéreo Colombiano Servicios Logística y Conexas	Daniel Fernando Gallo	Lead delegate
Colombia	Sindicato De Trabajadores Oficiales De La Empresa De Transporte Del Tercer Milenio Transmilenio S.A	Nancy Eloisa Reyes Vasquez	Lead delegate
		Camilo Humberto Rodriguez Alayon	Adviser

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		Juan Carlos Peña Martinez	Adviser
Colombia	Sindicato Nacional de los Trabajadores de Rama, Servicio de la Industria del Transporte y Logística de Colombia	Álvaro José Ortega Morales	Lead delegate
		Luz Marina Peña Quitian	Delegate
		Ana Milena Guzmán Vanegas	Adviser
Congo	Fédération Syndicale des Professionnels de Transport du Congo	Bienvenu Mabiala	Lead delegate
Congo	Section Syndicale de la Marine Marchande	Ndinga Seraphin Ludovic	Lead delegate
Congo, Democratic Republic of	Action Syndicale Pour Le Developpement	Yvette Kitenge Kwikenga	Lead delegate
Congo, Democratic Republic of	Centrale des Travailleurs du Transport et Communications - CSC	Brigitte Sharadi Mukonkole	Lead delegate
		Perseverance Mulamba Yowa	Adviser
Congo, Democratic Republic of	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE	Joelle Mputu	Lead delegate
Costa Rica	Sindicato de Trabajadores de JAPDEVA, Afines Portuarios	Antonio Wells Medina	Lead delegate
Côte d'Ivoire	Collectif National des Dockers et Dockers Transit pour la Defense de Leurs Droits	Mouso Adam David Kouadio	Lead delegate
Côte d'Ivoire	l'Union des Conducteurs Routiers de Côte d'Ivoire	Bamba Daouda	Lead delegate
Côte d'Ivoire	l'Union des Conducteurs Routiers Professionnels de Poids Lourds de l'Afrique de l'Ouest en Côte d'Ivoire	Youssouf Traore	Lead delegate
Côte d'Ivoire	Syndicat des Aiguilleurs du Ciel en Côte d'Ivoire	Moussa Sangare	Lead delegate
		Epse Sangare Djeneba Kone	Adviser
		Mafe August Daniel Kouassi	Adviser
		Soungalo Cisse	Adviser
Côte d'Ivoire	Syndicat des Conducteurs de Taxi de Côte d'Ivoire	Saki Monique Kouame	Lead delegate
Côte d'Ivoire	Syndicat des Marins Ivoiriens au Commerce	Patricia Amino Kouame	Inspector/ Coordinator
Côte d'Ivoire	Syndicat des Marins Pêcheurs de Côte d'Ivoire	Yao Barthélemy Kouassi	Lead delegate
Côte d'Ivoire	Syndicat des Travailleurs du Rail (SYNTRARAIL)	Fatoumata Cissé	Lead delegate
Côte d'Ivoire	Syndicat du Personnel de l'Aéroport International FHB d'Abidjan	Guy Georges Sere	Lead delegate
		Angoua Abel Kouame	Adviser

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		Miezan Anojoe	Adviser
Côte d'Ivoire	Syndicat du Personnel de l'ASECNA en Côte d'Ivoire	Lavry Ignace Sopyy	Lead delegate
		N'Djibi Elodie Flore Assagou Epse Amon	Adviser
Côte d'Ivoire	Syndicat National des Chauffeurs de Transport Terrestre de Côte d'Ivoire	Drissa Bamba	Lead delegate
		Chimene Koumi	Delegate
		Madouce Kone	Delegate
		Moussa Dena	Adviser
Côte d'Ivoire	Syndicat Unique des Travailleurs du Port Autonome d'Abidjan	Konhon Korotoum Ouattara née Coulibaly	Lead delegate
		Joel Arnaud Anvoh Boleba	Adviser
		Mamadou Bacongo Cisse	Adviser
Croatia	Sindikát Pomoraca Hrvatske	Neven Melvan	Lead delegate
		Dorotea Zec	Delegate
		Vana Bosto	Delegate
		Jana Kanadic	Adviser
		Vladimir Svalina	Adviser
		Luka Simic	Inspector/ Coordinator
		Romano Peric	Inspector/ Coordinator
Croatia	Sindikát strojovođa Hrvatske (SSH)	Nenad Mrgan	Lead delegate
		Maja Butorac	Adviser
		Tomislav Klarić	Adviser
Cyprus	Federation of Transport, Petroleum and Agricultural Workers	Charalambos Avgousti	Lead delegate
		Ioannis Tsouris	Delegate
		Christiana Efstratiou	Inspector/ Coordinator
Czechia	Odborové Sdruzeni Zeleznicáru	Helena Svobodová	Lead delegate
		Štěpán Lev	Delegate
		Vera Necasova	Delegate
Czechia	Odborový svaz námořníků	Milan Jerabek	Lead delegate
		Kvetoslava Jerabkova	Adviser
Denmark	Brancheorganisationen Luftfart og Jernbane	Preben Steenholdt Pedersen	Lead delegate
		Anders Mark Jensen	Delegate
		Ebbe Drögemüller	Adviser
Denmark	Centralorganisationen Søfart	A Ole Philipsen	Lead delegate
		Caspar Mose	Adviser
		Christian Petersen	Adviser
		Emilie Munch Ohlsen	Adviser
Denmark	Dansk Metal	Keld Bækkelund Hansen	Lead delegate

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		Miguel David Alonso Rosenqvist	Delegate
		Maria Boholt	Adviser
Denmark	Fagligt Fælles Forbund (3F)	Jan Villadsen	Lead delegate
		Flemming Overgaard	Delegate
		Karsten John Kristensen	Delegate
		Karsten Kristensen	Delegate
		Lotte Dollerup	Delegate
		Mathias Nissen_bækdal	Delegate
		Ole Christensen	Delegate
		Gitte Kamper	Adviser
		Hans Christian Graversen	Adviser
		Janni Aabenhus Jeppesen	Adviser
		John Frederiksen	Adviser
		Jørn Hedengran	Adviser
		Lotte Knudsen	Adviser
		Randi Smitsdorf	Adviser
		Thorkild Holmboe-Hay	Adviser
Denmark	HK/Privat	Gitte Geertsen	Lead delegate
		Henrik Meiner	Delegate
		Dan Kirkel	Adviser
		Sheila Rankilde	Adviser
Djibouti	Syndicat des Travailleurs du Port de Doraleh	Ibrahim Chehem Abdoukader	Lead delegate
Dominica	Waterfront & Allied Workers' Union	Frederica Riley	Lead delegate
Dominican Republic	Confederación Dominicana de Taxistas Turísticos Inc	Santiago Zamora	Lead delegate
Dominican Republic	Federación Dominicana de Trabajadores de Zonas Francas, Industrias Diversas y de Servicios	Ygnacio Hernandez Hiciano	Lead delegate
Ecuador	Federación Nacional de Transporte Liviano Mixto y Mediano del Ecuador	Napoleon Cabrera Yumbra	Lead delegate
Egypt	General Trade Union of Land Transport Workers	Ali Ahmed Ali Mahmoud	Lead delegate
		Ashraf Elsayed	Delegate
		Basyouni Hamad	Delegate
		Walaa Hussein	Delegate
Egypt	General Trade Union of Maritime Transport Workers	Hossam El Din Mustafa	Lead delegate
		Mahmoud Medany	Delegate
		Mohamed Khalifa	Delegate
		Yasmine Hassan	Delegate
Egypt	General Union of Public Transport Authority Workers in Greater Cairo	Mohamed Kamel Ahmed Abdalla	Lead delegate
		Ahmed Qandel	Adviser

Country	Organisation	Name	Role
Egypt	General Union of Transport Workers and Services	Mohammed Abou Al Abbas	Lead delegate
		Ashraf Arnous	Adviser
		Bassem Raia	Adviser
		Maged Samaan	Adviser
		Mohamed Sami Ali	Adviser
		Walid Khalifa	Adviser
Egypt	Marine Officers Union	Alsayed Alshazly Alnaggar	Lead delegate
El Salvador	Sindicato General de Trabajadores de la Industria del Transporte y Afines de El Salvador	Sonia Urrutia Ortiz	Lead delegate
Estonia	Eesti Meremeeste Sõltumatu Ametiühing	Jüri Lember	Lead delegate
		Aleksander Meier	Adviser
		Jaana Põlts	Adviser
eSwatini	Swaziland Transport Communication & Allied Workers Union	Sticks Nkambule	Lead delegate
Ethiopia	Transport & Communication Workers' Unions Industrial Federation	Abathun Takele Sahele	Delegate
Faroe Islands	Føroya Fiskimannafelag	Jan Højgaard	Lead delegate
Faroe Islands	Føroya Skipara- og Navigatørfelag	Annfinnur Garðalíð	Lead delegate
Faroe Islands	Maskinmeistarafelagid	Arnfinn Bech	Lead delegate
Fiji	Fiji Public Service Association	Bua Vuli	Lead delegate
Finland	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland)	Niko Blom	Lead delegate
		Jape Lovén	Delegate
		Johanna Honkaranta	Delegate
		Kai Laaksonen	Delegate
		Niko Sormunen	Delegate
		Ismo Kokko	Adviser
		Jan Örn	Inspector/ Coordinator
Finland	Julkisten ja hyvinvointialojen liitto, JHL	Teppo Järnstedt	Lead delegate
		Petri Lillqvist	Delegate
Finland	Rautatiealan Unioni - RAU	Markku Lehtinen	Lead delegate
		Maria Säteri	Adviser
Finland	Suomen Konepäällystöliitto - Finlands Maskinbefälsförbund	Riku Muurinen	Lead delegate
Finland	Suomen Laivanpäällystöliitto - Finlands Skeppsbefälsförbund ry	Johan Ramsland	Lead delegate
Finland	Suomen Merimies-Unioni	Joachim Alatalo	Lead delegate
		Heikki Karla	Adviser
		Kenneth Bondas	Adviser
		Kenneth Bengts	Inspector/ Coordinator

Country	Organisation	Name	Role
Finland	Toimihenkilöliitto ERTO	Teemu Miettinen	Lead delegate
		Marko Nurmi	Adviser
Finland	Trade Union Pro	Anne Mähönen	Lead delegate
		Jonna Riiali	Adviser
France	Fédération CGT des Cheminots	David Donnez	Lead delegate
		Amelia Silighini	Delegate
		David Gobe	Delegate
		Celia Deledeuille	Adviser
		Frederique Courteix	Adviser
		Herve Pineaud	Adviser
		Jean Baptiste Bonnet	Adviser
		Thierry Nier	Adviser
France	Fédération des Officiers de la Marine Marchande UGICT CGT	Emmanuel Chalard	Lead delegate
France	Fédération FO de l'Equipeement, de l'Environnement, des Transports et des Services	Laurent Le Floch	Lead delegate
		Melanie Declercq	Delegate
		Zainil Nizaraly	Delegate
		Cedric Bruaux	Adviser
		Didier Dague	Adviser
		Djebril Koita	Adviser
		Ronan Kerbiguet	Adviser
		Pascal Pouille	Inspector/ Coordinator
France	Fédération Générale des Transports et de l'Environnement - CFDT	Celine Ruffie	Lead delegate
		Olivier Etheve	Delegate
		Silvia Gonzales	Delegate
		Thierry Leguevel	Delegate
		Thomas Cavel	Delegate
		Damien Gaudin	Adviser
		Fabrice Chambelland	Adviser
		Franck Gonsse	Adviser
		Frédéric Reposo	Adviser
		Christelle Grison	Inspector/ Coordinator
		Corine Archambaud	Inspector/ Coordinator
France	Fédération Nationale des Syndicats de Transports CGT	Jacky Albrand	Lead delegate
		Khalid Ezzarhouni	Delegate
		Daniel Bretone	Adviser
		khira Rhimou	Adviser
		Ludovic Rioux	Adviser
France		Pierrick Samson	Lead delegate

Country	Organisation	Name	Role
	Fédération Nationale des Syndicats Maritimes CGT	Frederic Alpozzo	Adviser
		Laure Tallonneau	Inspector/ Coordinator
France	Fédération Nationale des Transports et de la Logistique Force Ouvrière	Frédéric Bruchon Bienfait	Lead delegate
		Myriam Coulet	Delegate
		Bruno Lefebvre	Adviser
		Fernando Martins	Adviser
		Khalid Oughzif	Adviser
France	Union Nationale des Syndicats Autonomes	Alfred Rouaux	Lead delegate
		Emmanuel Vandebussche	Adviser
		Gwenaëlle Hirtzig	Adviser
		Jeremy Sastre	Adviser
		Rémi Aufrère Privel	Adviser
		Fabrice Charrière	Observer
		Rio Peggy	Observer
Gabon	Syndicat Autonome des Ouvriers des Transports et des Activités Connexe du Gabon	Jean Stanislas Choukou Leboundou	Lead delegate
		Félicité Nkene Eyi	Delegate
Gabon	Syndicat Des Travailleurs De Gabon Port Managment	Mikala Mikala Steeve Bernard	Lead delegate
		Elvire Mouyoupa Mouyeghe	Adviser
		Nina Ricci Moutendy	Adviser
Gabon	Syndicat National des Salaries du Groupe Bolloré	Estelle Blanche Lepanda	Lead delegate
		Solene Letitia Moukongh Bitsaka	Adviser
		Yves Parfait Mouviossi	Adviser
Gabon	Union des Syndicats et des Travailleurs du Secteur Multimodal du Gabon	Philippe Djoula	Lead delegate
Gambia, The	General Transport Union	Omar Ceesay	Lead delegate
Germany	Eisenbahn- und Verkehrsgewerkschaft	Martin Burkert	Lead delegate
		Danilo Kobow	Delegate
		Dirk Schlömer	Delegate
		Heike Moll	Delegate
		Iris Steinmann	Delegate
		Jörg Uwe Hensel	Delegate
		Luisa Rupp	Delegate
		Manfred Scholze	Delegate
		Nadja Houy	Delegate
		Petra Gangl	Delegate
		Anne Jacobs	Adviser
		Johanna Fröhlich	Adviser
		Jolanta Skalska	Adviser

Country	Organisation	Name	Role
		Judith Jacobs	Adviser
		Ralf Günzel	Adviser
		Rosemarie Burkert	Adviser
		Torsten Leuschner	Adviser
		Urte Schlömer	Adviser
Germany	Vereinte Dienstleistungsgewerkschaft	Christine Behle	Lead delegate
		Andreas Schackert	Delegate
		Claudia König-Lubach	Delegate
		Dominik Schmidt	Delegate
		Felicitas von der Burg	Delegate
		Heike Worbs	Delegate
		Jörn Schepull	Delegate
		Maren Ulbrich	Delegate
		Pierre Perez Gonzales	Delegate
		Silke Kobow	Delegate
		Susana Pereira Ventura	Delegate
		Andreas Bauch	Adviser
		Dennis Dacke	Adviser
		Dunya Ballout	Adviser
		Francesca Rinaldi	Adviser
		Hülya Grünefeld	Adviser
		Juan Pedro Garcia Rosales	Adviser
		Julian Ehret	Adviser
		Korbinian Simeon Veit Holder	Adviser
		Olga Losynska	Adviser
		Robert Hengster	Adviser
		Stefan Thyroke	Adviser
		Thomas Gehringer	Adviser
		Verena Witt	Adviser
		Karin Friedrich	Inspector/ Coordinator
		Sören Wichmann	Inspector/ Coordinator
		Susan Linderkamp	Inspector/ Coordinator
		Sven Hemme	Inspector/ Coordinator
Ghana	General Transport, Petroleum & Chemical Workers' Union of TUC	Fuseini Iddrisu	Lead delegate
		Bernard Owusu	Delegate
Ghana	Ghana Merchant Navy Officers' Association	Catherine Haizel	Inspector/ Coordinator
Ghana		Marian Atuguba	Lead delegate

Country	Organisation	Name	Role
	Maritime and Dockworkers' Union Ghana	Divine Tamakloe	Adviser
Ghana	Union of Education Agriculture & General Services Workers	Ebenezer Aidoo	Lead delegate
Great Britain	Associated Society of Locomotive Engineers & Firemen	Ben Holland	Lead delegate
		Mark Prenter	Delegate
		Sebastian Michnowicz	Delegate
		Sherelle Cadogan	Delegate
		Lee James	Adviser
		Marz Colombini	Adviser
		Mick Whelan	Adviser
		Simon Weller	Adviser
Great Britain	National Union of Rail, Maritime and Transport Workers	Mick Lynch	Lead delegate
		Alex Gordon	Delegate
		Carlos Barros	Delegate
		Eddie Dempsey	Delegate
		Jessica Robinson	Delegate
		Kierin Offlands	Delegate
		Nathan Wyllie	Delegate
		Daniel Crimes	Adviser
		Darren Procter	Adviser
Great Britain	Nautilus International (UK)	Mark Dickinson	Lead delegate
		Daniel McGowan	Delegate
		Olu Tunde	Adviser
		Wilco Van Hoboken	Adviser
		Elinor Cheason	Inspector/ Coordinator
		Helen Meldrum	Inspector/ Coordinator
Great Britain	Prospect	Steve Jary	Lead delegate
		Claire Brown	Delegate
		Paul Winstanley	Adviser
Great Britain	Public and Commercial Services Union	Alkan Shinasi	Lead delegate
Great Britain	Transport Salaried Staffs' Association	Melissa Heywood	Lead delegate
		Mary Sithole	Delegate
		Sam McCully	Delegate
		Maryam Eslamdoust	Adviser
Great Britain	Unite The Union	Paresh Patel	Lead delegate
		Andrew Anderson	Delegate
		Balvinder Bir	Delegate
		Bobby Morton	Delegate
		Diana Holland	Delegate

Country	Organisation	Name	Role
		Jennifer Johnston	Delegate
		Laszlo Marothy	Delegate
		Matt Draper	Delegate
		Nickolas Bayliss	Delegate
		Oliver Richardson	Delegate
		Patricia Davis	Delegate
		Peter Breslin	Delegate
		Angela Miguel	Adviser
		Kris Major	Adviser
		Davy McCord	Adviser
		Sam McCabe	Adviser
		Shane Faithful	Adviser
		Steve Payne	Adviser
		Taj Salam	Adviser
		Tommy Murphy	Adviser
Greece	Pan-Hellenic Seamen's Federation	Emmanuel Tsikalakis	Lead delegate
		Panagiotis Tsikalakis	Delegate
		Olga Drakoulakou	Adviser
		Costas Halas	Inspector/ Coordinator
		Konstantinos Tsikalakis	Inspector/ Coordinator
		Stamatis Kourakos	Inspector/ Coordinator
Grenada	Grenada Technical and Allied Workers Union	Trevor Xavier	Lead delegate
Guatemala	Sindicato de Trabajadores de Empresa Portuaria Quetzal	Maynor Armando Sijes Barillas	Lead delegate
Guatemala	Sindicato de Trabajadores Unidos de Empornac	Lidia Amarilis Morales García	Lead delegate
		Edita Yadira Carranza Aguirre	Adviser
Guinea-Bissau	Federação Nacional das Associações dos Motoristas Transportadores da Guiné-Bissau	Talata Embaló	Adviser
Guinea-Conakry	Fédération Syndicale Libre des Travailleurs du Transport et Entretien Mécanique de Guinée	Amadou Diallo	Lead delegate
		Aissata Coumbassa	Delegate
		Facely Conde	Delegate
		Mariama Bah	Delegate
		Moriba Kourouma	Adviser
		Sory Tiguidanke Souare	Adviser
Guinea-Conakry	Fédération Syndicale Professionnelle Nationale des	Mamadou Yaya Balde	Lead delegate

Country	Organisation	Name	Role
	Transports et Mécaniques Générales	Ousmane Horoya Sylla	Delegate
Guyana	Clerical and Commercial Workers' Union	Sherwood Clarke	Lead delegate
Guyana	Guyana Labour Union	Carvil Duncan	Lead delegate
Honduras	Sindicato de Trabajadores de la Industria Portuaria, Marítima y Similares	Marcos Hugo Gavarrete Murillo	Lead delegate
Hong Kong, China	Amalgamated Union of Seafarers, Hong Kong	Kam Lung Au Yeung	Lead delegate
		Ming Hong, Leon Lai	Delegate
Hong Kong, China	Cathay Pacific Airways Flight Attendants' Union	Mei Lan Brenda Cheng	Lead delegate
Hong Kong, China	Federation of Hong Kong Transport Workers' Organizations	Chun Yat Wong	Lead delegate
Hong Kong, China	Hong Kong International Terminals Group Employees General Union	Wing Keung Leung	Lead delegate
Hong Kong, China	Hong Kong Seamen's Union	Tak Chor William Chow	Lead delegate
		Wei Zhou	Delegate
		Hong Xia Chen	Adviser
		Jie Jiao	Adviser
		Yuen Ngai (Cynthia) Choy	Adviser
Hong Kong, China	Hong Kong Storehouses, Transportation & Logistics Staff Association	Hon Chung Chu	Lead delegate
		Sui Hong Lau	Adviser
Hong Kong, China	Kowloon Canton Railway Workers' Union	Chi Wai Li	Lead delegate
Hong Kong, China	Merchant Navy Officers' Guild - Hong Kong	Tung Tong Chung	Lead delegate
		Kitty Chan	Delegate
		Kwun Yeung Li	Delegate
		Wing Hong To	Delegate
		Kam Yuen Ting	Adviser
		Kwok Hau Wu	Adviser
Iceland	Félag Skipstjórnamanna.	Árni Sverrisson	Lead delegate
Iceland	Sjómannafélag Island	Jonas Gardarsson	Inspector/ Coordinator
India	All India Metro Rail Employees Federation	Atulya Verma	Lead delegate
India	All India Railwaymen's Federation	Shiva Gopal Mishra	Lead delegate
		CA Rajasridhar	Delegate
		Divya Sharma	Delegate
		Mahendra Sharma	Delegate

Country	Organisation	Name	Role
		Paritosh Paul	Delegate
		Praveena Singh	Delegate
		Preeti Singh	Delegate
		Venu Purushothaman Nair	Delegate
		Vishnu Kona	Delegate
India	Forward Seamen's Union of India	Manoj Kumar Yadav	Lead delegate
India	Indian Federation of App-based Transport Workers (The)	Prashant Bhagesh Sawardekar	Lead delegate
India	Indian National Port & Dock Workers' Federation	Balaraman Arumugam	Lead delegate
India	Indian National Transport Workers' Federation	Umesh Kumar	Lead delegate
India	Maharashtra Karmachari Union	Ravindra Bandu Sawant	Lead delegate
		Sanju Pralhad Gurav	Adviser
India	Maharashtra S.T. Workers Congress	Mukesh Tigote	Lead delegate
		Gauri Shrikant Sontakke	Delegate
India	Maharashtra State Transport Kamgar Sanghatana	Sheela Naikwade	Lead delegate
		Prakash Ambuji Gawali	Delegate
India	Maritime Union of India (The)	Sudhir Pagar	Lead delegate
		Balakrishna Ranade	Delegate
		Caroline Dias	Delegate
		Hormaz Bharucha	Adviser
		Sudhakar Dhuri	Adviser
		Tushar Pradhan	Adviser
India	National Federation of Indian Railwaymen	Simi Lalsingh	Lead delegate
		Balaji Vishnumolakala	Delegate
		Rashmi Choudhary	Delegate
India	National Union of Seafarers of India	Milind V Kandalgaonkar	Lead delegate
		Abhilasha Sonawane	Delegate
		Louis Gomes	Delegate
		Sunil Nair	Delegate
		Suresh Solanki	Delegate
		Vijay Prakash Yadav	Delegate
		Vishal Gujar	Delegate
		Harshada Bhamre	Inspector/ Coordinator
India	New Maritime & General Kamgar Sanghatana	Mahendra Tukaram Gharat	Lead delegate
		Kothandaraman Padmanabhan	Delegate
		Adinath Kashinath Bhoir	Adviser
		Anuradha Jagannath Ursal	Adviser

Country	Organisation	Name	Role
		Bhagyashree Bhalchandra Bhurke	Adviser
		Kalpana Mahadeo Thakur	Adviser
		Kirit Patil	Adviser
		Lankesh Hiranman Thakur	Adviser
		Nanda Madhavrao Bhosale	Adviser
		Vaibhav Chandrakant Patil	Adviser
		Abhijeet Gulab Gharat	Observer
		Anand Narayan Thakur	Observer
		Angat Laxman Thakur	Observer
		Arun Padmakar Mhatre	Observer
		Ashish Bharat Tandel	Observer
		Godavari Ananda Kadam	Observer
		Jayashri Rakesh Bhoir	Observer
		Laxman Mahadev Thakur	Observer
		Murli Thakur	Observer
		Perumal Muthuswamy Mudliar	Observer
		Pramod Savalaram Mhatre	Observer
		Prit Vishwanath Mhatre	Observer
		Rekha Manoj Gharat	Observer
		Vinod Gajanan Mhatre	Observer
		Yogesh Tukaram Rasal	Observer
India	Railway Theka Mazdoor Union	Harsha Shelke	Lead delegate
India	Shivsangram Taxi and Rickshaw Union	Udaykumar Ambonkar	Lead delegate
India	Shree Kachchh General Mazdoor Sangh	Santosh Kumar Mishra	Lead delegate
		Mukeshbhai Bharvad	Delegate
		Saiyad Talim Husen Haji Abhamiya	Adviser
India	Transport & Dock Workers' Union, Chennai	N.V. Rajendran	Lead delegate
India	Transport & Dockworkers' Union, Mumbai	Venkatesh Swami	Lead delegate
		Chandrakant Bhoir	Adviser
		Kalpana Desai	Delegate
		Kishor Kotwal	Adviser
		Vaishali Kotwal	Adviser
India	Transport Employees Union Bihar	Chandra Prakash Singh	Lead delegate
Indonesia	Federasi Pekerja Pelabuhan Indonesia	Syofyan Razali	Lead delegate
Indonesia	Federasi Serikat Pekerja Bandara Indonesia	Jacqueline Tuwanakotta	Lead delegate
		Angga Saputra	Adviser
Indonesia	Kesatuan Pelaut Indonesia	I Dewa Nyoman Budiasa	Lead delegate

Country	Organisation	Name	Role
		Mathius Tambing	Delegate
		Brant Connors	Adviser
Indonesia	Pimpinan Pusat Serikat Pekerja Dirgantara Digital dan Transportasi	Didi Johandi	Lead delegate
Indonesia	Serikat Pekerja Kereta Api	Hena Ruswana	Lead delegate
		Pradita Ningrum	Adviser
Indonesia	Serikat Pekerja Transportasi Jakarta	Jan Oratmangun	Lead delegate
Iraq	General Syndicate for Engineering equipment Transport Workers and Chemicals	Ihsan Muhajer Habash	Lead delegate
		Sundus Asaifi	Adviser
Iraq	General Syndicate of Oil and Gas Workers in Basrah	Falih Hasan Hussein Al Hameed	Lead delegate
Iraq	General Union Of Iraq Ports Workers	Nawal Al Qutrani	Lead delegate
Iraq	General Union of Iraq Southern Railways Workers (The)	Mohammed Qasim Bani Asad	Lead delegate
Iraq	General Union Of Iraqi Air Transport	Haqi Khudhyer	Lead delegate
		Iman Abdulnabi	Adviser
Iraq	General Union of Transport & Telecommunication - FWUCI	Ali Khuzair	Lead delegate
Iraq	Kurdistan Transport Unions	Farhad Hamad Ameen	Lead delegate
		Mahmood Alshahi	Delegate
Ireland	Services, Industrial, Professional and Technical Union	Joe O Flynn	Lead delegate
		Evelina Saduikyte	Inspector/ Coordinator
		Greg Ennis	Adviser
		Joe Cunningham	Adviser
		Stephen Millane	Delegate
Israel	Transport Workers Union-Histadrut	Avital Shapira	Lead delegate
		Adi Marcus	Adviser
		Keren Klepper	Adviser
		Tali Greenberg	Adviser
Italy	Federazione Italiana Sindacati Terziario	Gianfranco Brusaporci	Lead delegate
		Elena Vanelli	Adviser
Italy	Federazione Italiana Trasporti - CISL	Salvatore Pellecchia	Lead delegate
		Ludovica Divietri	Delegate
		Luigi Mansi	Delegate
		Maurizio Orazio Diamante	Delegate
		Monica Mascia	Delegate
		Remo Di Fiore	Delegate
		Silvia Ferro	Adviser
		Paola Cervetto	Inspector/ Coordinator
Italy	FILT-CGIL	Elisa Gigliarelli	Lead delegate

Country	Organisation	Name	Role
		Alice Gardella	Delegate
		Daniela Modonesi	Delegate
		Fabrizio Cuscito	Delegate
		Paolo Siligato	Delegate
		Sara Tripodi	Delegate
		Stefano Malorgio	Delegate
		Patrizia Mosetti	Adviser
		Mariano Cannioto	Inspector/ Coordinator
Italy	Italian Transport Federation - CISL	Francesco Di Fiore	Delegate
Italy	UILTRASPORTI	Marco Verzari	Lead delegate
		Francesca Baiocchi	Delegate
		Claudio Tarlazzi	Adviser
		Daniela Carnevale	Adviser
		Roberto Napoleoni	Adviser
		William Zonca	Adviser
Jamaica	Bustamante Industrial Trade Union	Kavan Gayle	Lead delegate
Jamaica	University and Allied Workers Union	Pauline Martin	Lead delegate
Japan	MSG	Seiichi Suzuki	Lead delegate
Japan	National Federation of Dockworkers' Unions of Japan	Masaya Tamada	Lead delegate
		Hajime Takeuchi	Delegate
Japan	Japan Federation of Service & Tourism Industries Workers' Unions	Kenji Okamoto	Lead delegate
		Asuka Shimizu	Delegate
		Masato Nakagomi	Delegate
		Yoshikuni Semba	Delegate
		Hitoshi Hirose	Adviser
		Jun Yamaguchi	Adviser
		Keisuke Saito	Adviser
		Masaki Yamada	Adviser
		Takuma Hashimoto	Adviser
		Yoshikazu Kadowaki	Adviser
Japan	National Federation of Dockworkers' Unions of Japan	Shota Kamimura	Adviser
		Yasuhiro Mitsube	Delegate
Japan	All-Japan Seamen's Union	Hiroyuki Watanabe	Lead delegate
		Bumpei Tsuchiya	Delegate
		Chihiro Yamada	Delegate
		Daiki Fukano	Delegate
		Masami Endo	Delegate
		Mitsuharu Matsuura	Delegate
		Takashi Kamaishi	Delegate
		Yoshiyuki Ikeya	Delegate
		Fusao Ohori	Adviser

Country	Organisation	Name	Role
		Junichi Matsumoto	Adviser
		Keiko Shinozaki	Adviser
		Nanami Miyoshi	Adviser
		Shigeru Kakuchi	Adviser
		Taisaku Kanna	Adviser
		Yoshiko Matsuura	Adviser
Japan	All Japan Prefectural and Municipal Workers Union	Satoru Sada	Lead delegate
		Naomi Takahashi	Delegate
		Satoshi Fukuda	Delegate
		Akira Yoshida	Adviser
		Fumihiko Kenjo	Adviser
		Hiroshi Ohara	Adviser
		Hiroataka Kano	Adviser
		Hiroyuki Oku	Adviser
		Koji Aoyama	Adviser
		Shinji Matsuoka	Adviser
		Tomoyo Yoshida	Adviser
Japan	All-Japan Federation of Transport Workers' Unions	Yukio Kameda	Lead delegate
		Daisuke Kanasaku	Delegate
		Junji Makita	Delegate
		Toshiaki Maruyama	Delegate
		Yukitaka Narita	Delegate
Japan	Japan Confederation of Railway Workers' Unions	Satoru Yamada	Lead delegate
		Koji Yamaguchi	Delegate
Japan	General Federation of Private Railway & Bus Workers' Unions of Japan	Toshihiko Sumino	Lead delegate
		Eiichi Koga	Delegate
		Hideki Fukuda	Delegate
		Hirokazu Sugimoto	Delegate
		Katsunori Tokuyama	Delegate
		Minoru Noguchi	Delegate
		Tetsuya Sugimoto	Delegate
		Masami Kawajiri	Adviser
		Takanori Tamura	Adviser
		Tomokazu Takanashi	Adviser
Japan	Japan Railway Trade Unions' Confederation	Joji Keishima	Lead delegate
		Ichiro Ogiyama	Delegate
		Kazuya Sumiyoshi	Delegate
		Kiyoshi Ishidahara	Adviser
		Koji Okuda	Adviser
		Shoji Yoshida	Delegate
		Teppey Nakamura	Adviser
		Yoshinari Uemura	Delegate

Country	Organisation	Name	Role
		Yudai Hochi	Delegate
Japan	Japan Federation of Aviation Workers' Unions	Junichiro Akasaka	Lead delegate
		Aki Ishida	Adviser
		Hiroki Chigira	Adviser
Japan	Japan Federation of Aviation Industry Unions	Akira Naito	Lead delegate
		Tomomi Shiiba	Delegate
		Erina Akaike	Adviser
Jordan	General Trade Union of Air Transport and Tourism	Yousef Mohammed Qennab	Lead delegate
Jordan	General Union of Port Workers	Mahmoud Edbeis	Lead delegate
		Fayez Al Mahasneh	Delegate
		Alaeddin Al Hanaqtah	Adviser
		Basel Adnan Ibraheem al Saudi	Adviser
		Emad Al-Khatatneh	Adviser
		Mahmoud Al Tarawneh	Adviser
Kazakhstan	Transport Industry Trade Union of Rail, Road, Air and Inland Navigation Workers of the Kazakhstan Republic	Orazgali Akhmetbayev	Lead delegate
		Aigul Zhailaubayeva	Delegate
		Zamir Serikov	Delegate
		Gabit Sadykov	Adviser
		Khazis Zakirin	Adviser
		Kuanyshev Bakytzhan	Adviser
		Nagima Salykbayeva	Adviser
		Nurzhan Askarbayev	Adviser
		Serik Sarsekeyev	Adviser
		Yakhiya Almussin	Adviser
		Yermek Tulegenov	Adviser
		Yeskenov Talgat	Adviser
		Zharkyn Baipakbayev	Adviser
		Zhuman Samenov	Adviser
Kenya	Dockworkers' Union Kenya	Edwin Wasonga	Lead delegate
		Betty Makena Mutugi	Inspector/ Coordinator
Kenya	Kenya Bodaboda, Tuktuk and Taxi Workers Union	Bridget Cynthia Wanyonyi	Lead delegate
		Hannington Meyo	Delegate
Kenya	Kenya Hotels and Allied Workers' Union	Sava Mundu	Lead delegate
		Morrine Mangoja	Delegate
Kenya	Matatu Workers Union	Maurice Oduor Ombambo	Lead delegate
Kenya	Railway and Allied Workers' Union	Judith Nafula Sikhila Lusaka	Lead delegate
Kenya	Seafarers Union of Kenya	Atie Ramadhan	Lead delegate
Kenya	Transport Workers Union Kenya	Dan Mihadi	Lead delegate

Country	Organisation	Name	Role
		Agnes Mwongera	Delegate
		Billy W Mutoro	Delegate
Korea, Republic of	Federation of Foreign Organization Employees' Unions	Ungsik Choe	Lead delegate
Korea, Republic of	Federation of Korean Aviation Industry Trade Unions	Daeyoung Choi	Lead delegate
Korea, Republic of	Federation of Korean Construction Industry Workers' Unions	Seung Jo Lee	Lead delegate
Korea, Republic of	Federation of Korean Seafarers' Unions	Seong Yong Park	Lead delegate
		Cheol Su Mun	Delegate
		Jeong Hyeon Jeong	Delegate
		Jeongkeun Jeon	Delegate
		Sang Gi Kim	Delegate
		Su Hoen Kim	Delegate
		Buyoung Kim	Adviser
		Doo Young Kim	Adviser
		Giheung Kwon	Adviser
		Jindong Park	Adviser
		Kwang Chon Lee	Adviser
		Sang Hee Lee	Adviser
		Seonwoon Hwang	Adviser
		Soon Choi	Adviser
		Tae Min Park	Adviser
		Young Sam Park	Adviser
		HyeokJin Moon	Inspector/ Coordinator
		Youngin Kim	Inspector/ Coordinator
Korea, Republic of	Federation of Korean Taxi Transport Workers' Unions	Shin-pyo Kang	Lead delegate
Korea, Republic of	Korea Expressway Corp. Labour Union	Jiung Lee	Lead delegate
		Seunghern Lee	Adviser
Korea, Republic of	Korean Air Labour Union	Woongjin Kim	Lead delegate
		Piljo Oh	Adviser
Korea, Republic of	Korean Automobile & Transport Workers' Federation	Chan-hyeok Jeong	Lead delegate
		Jong-soo Seo	Delegate
Korea, Republic of	Korean Federation of Port & Transport Workers' Unions	Sang Sik Kim	Lead delegate
		Byungkeun Park	Delegate
		Dae Sik Kim	Adviser
		Doo Young Choi	Adviser
		Hanchae Jang	Adviser
		Hyuk Jae Lee	Adviser
		Namjin Park	Adviser

Country	Organisation	Name	Role
		Seokho Kim	Adviser
		Young Woo Lee	Adviser
Korea, Republic of	Korean Postal Workers' Union	Hyunsu Jeong	Lead delegate
		Jaegy Lee	Adviser
Korea, Republic of	Korean Public & Social Industry Trade Union	Hyeong-seok Bang	Lead delegate
		Byeongoh Kim	Adviser
Korea, Republic of	Korean Public Service and Transport Workers' Union	SungHee Oh	Lead delegate
		Daesik Kang	Delegate
		Gyohyeon Gu	Delegate
		Daehun Kim	Adviser
		Dongyoung Cho	Adviser
		Jaehwan Choi	Adviser
		Jangkwan Nah	Adviser
		Kyoungsoo Lim	Adviser
		Sanghyun Park	Adviser
		Wonjung Lee	Adviser
		Woojae Park	Adviser
Kuwait	Workers Union in the Ministry of Transportation	Naser Falah AlAzemi	Lead delegate
		Fayiez Alazimi	Adviser
Latvia	Latvijas Tirdzniecības flotes Jūrnieku arodbiedrība	Igors Pavlovs	Lead delegate
		Aija Agoura	Delegate
		Norberts Petrovskis	Adviser
Latvia	Latvijas Udenstransporta darbinieku federatīva arodbiedrība	Aleksejs Holodnuks	Lead delegate
		Deniss Holodnuks	Adviser
		Olegs Holodnuks	Adviser
		Olivers Kronbergs	Adviser
		Svetlana Gjurdzjana	Adviser
Liberia	Dock Workers' Union of Liberia	Jackie N. W. Doe	Lead delegate
Liberia	United Seamen, Ports and General Workers' Union of Liberia	Freeman T. Gueh	Lead delegate
		Elijah D. Nyenkan	Adviser
Liberia	United Workers' Union of Liberia	Dave J Seneh	Lead delegate
		Melvin Lahai Sandi	Adviser
Libya	Libyan General Federation of Trade Unions	Nermin Sharif	Lead delegate
		Taha Husayn Ali	Delegate
		Yezza Mohamed Albarbar	Delegate
Lithuania	Lietuvos vežėjų profesinė sąjunga	Rita Kairiene	Lead delegate
		Algirdas Paskauskas	Adviser
		Audrius Cuzanauskas	Adviser
		Irina Kozlovskiene	Adviser
Lithuania	Lithuanian Seafarers' Union	Aleksandras Kaupas	Lead delegate
		Irina Matulienė	Adviser

Country	Organisation	Name	Role
Lithuania	Lithuanian Transport Workers' Federation	Algirdas Markevicius	Lead delegate
Luxembourg	OGB-L (Onofhängege Gewerkschaftsbond Lëtzebuerg)	Joel Krier	Lead delegate
Madagascar	Syndicat Général Maritime de Madagascar	Hery Haja Randrantomboalahinilaidama	Lead delegate
Malawi	Railways Workers Union of Malawi	Patrick Banda	Lead delegate
Malaysia	National Union of Seafarers of Peninsular Malaysia	Ng Cock Soon	Lead delegate
		Hakimah Binti Saiful Bahri	Inspector/Coordinator
Mali	Syndicat des Travailleurs de l'Aéroport	Dramane Sissoko	Lead delegate
		Hawa Keita	Adviser
		Sekou Togola	Adviser
Mali	Syndicat des Travailleurs du Rail (SYTRAIL)	Mahamane Thienta	Lead delegate
Mali	Syndicat Libre des Travailleurs du Rail	Souleymane Bagayogo	Lead delegate
Mali	Syndicat National des Chauffeurs et Conducteurs Routiers	Moctar Dabo	Lead delegate
		Sabihi Rachida	Adviser
Malta	General Workers' Union	Paul Falzon	Inspector/Coordinator
Mauritania	Fédération Nationale des Dockers Port	Abdel Jelil M'Haimid	Lead delegate
Mauritius	Government Services Employees Association	Prakash Baluckram	Lead delegate
Mauritius	State and Other Employees Federation	Radhakrisna Sadien	Lead delegate
Mexico	Alianza de Tranviarios de México	Gerardo Martinez Hernández	Lead delegate
Mexico	Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional	Enrique Othon Pacheco Georges	Lead delegate
Mexico	Asociación Sindical de Pilotos Aviadores de México	Pascual Alvarez del Castillo	Lead delegate
		Yessica Yendy Camuñas Elizondo	Adviser
Mexico	Sindicato de Trabajadores de las Líneas de Transporte de la República Mexicana "AGUSTIN SERNA"	Cesar Serna Escalera	Lead delegate
		Angelica Maria Escobedo Garcia	Adviser
		Eliud Aminadab Cardona Aldama	Adviser
		Jaime Rocha Martinez	Adviser
		Jose Salvador Patlax Hernandez	Adviser
		Arnulfo Armando Garcia Veloz	Observer

Country	Organisation	Name	Role
		Fortino Batres	Observer
		Francisco Javier Hernandez Lara	Observer
		Jose Antonio Labrada Huerta	Observer
		Miguel Angel Vázquez Garcia	Observer
		Ricardo Alvarez Perez	Observer
Mexico	Sindicato Nacional de Trabajadores del Sistema de Transporte Colectivo	Fernando Espino Arévalo	Lead delegate
		Fernando Espino Garcia	Delegate
		Fernando Espino Gonzalez	Adviser
		Jose de Jesus Pereznegron	Adviser
Montenegro	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro	Jadranka Dajkovic	Lead delegate
		Agim Mila	Adviser
Morocco	Syndicat des Travailleurs et Travailleuses des Hôtels et Restaurants Union Marocain de Travail, UMT	Faissal Ait Ali Oumansour	Lead delegate
		Mohammad Ammari	Adviser
		Rachid Regui	Observer
Morocco	Union des Syndicats UMT des Transports	Meryem Halouani	Lead delegate
		Mostafa Ouardane	Delegate
		Ahmed Rachid Sennouni	Delegate
		Babalahcen Allal	Delegate
		Hfoud Hassan	Delegate
		Miloudi El Moukharik	Delegate
		Mohamed Haytoun	Delegate
		Sadik Boujaera	Delegate
		Said Mouzakki	Delegate
		Abdelhalim Es-Saddyky	Adviser
		Ahmed Maioute	Adviser
		Ahsak Ahmed	Adviser
		Ait Ali Oumansour Zakaria	Adviser
		Amal Amri	Adviser
		Amine Bouzayane	Adviser
		Anouar Aboutajeddine	Adviser
		Ayache Jamaledine	Adviser
		Badrari Abdellatif	Adviser
		Bazzine Fouad	Adviser
		Bensassi Said	Adviser
		Betta Mohamed	Adviser
		Chawki Ahmed	Adviser
		El Issaoui Rachid	Adviser
Hidan Khalil	Adviser		

Country	Organisation	Name	Role
		Hilal Abdellatif	Adviser
		Idbaroud Hassan	Adviser
		Jamil Salma	Adviser
		Kadmir Nabil	Adviser
		Lafkir Smail	Adviser
		Lamiaa Lahlou Kamal	Adviser
		Mani Jalal	Adviser
		Mezzour Mohamed	Adviser
		Mohamed Kabil	Adviser
		Mouajih Nabila	Adviser
		Mouna Mouline	Adviser
		Mourabi Hassan	Adviser
		Nadir Jamal	Adviser
		Naoubi Mohamed	Adviser
		Ramzi Yassine	Adviser
		Sara Chahidi	Adviser
		Sebbar Boubker	Adviser
		Siham Essbai	Adviser
		Youssef Raddani	Adviser
		Kassoumi Abdelmajid	Observer
		Maseed Miloud	Observer
		Mohamed El Younoussi	Observer
		Said Moustaghfir	Observer
		Solaik Nourdine	Observer
		Taowal Abderrahim	Observer
		Hamid Rachik	Inspector/ Coordinator
Mozambique	Sindicato Nacional dos Profissionais de Estiva e Ofícios Correlativos	Damiao Ezequias Simango	Lead delegate
		Fatima Eugenio Langa	Delegate
Mozambique	Sindicato Nacional dos Trabalhadores da Aviação Civil Correios e Comunicação	Victoria Felisberto	Lead delegate
		Ivanilda Madede	Adviser
Mozambique	Sindicato Nacional dos Trabalhadores da Indústria Hoteleira, Turismo e Similares	Luis Muchuango Macuacua	Lead delegate
Mozambique	Sindicato Nacional dos Trabalhadores dos Portos e Caminhos de Ferro	Raul Sengo	Lead delegate
		Lidia Gloria Machava	Delegate
		Florinha Inharrulucane Fabiao	Adviser
Mozambique	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica	Francisco Eduardo Gove	Lead delegate

Country	Organisation	Name	Role
Myanmar	Independent Federation of Myanmar Seafarers	Han Bo Tun	Lead delegate
		Shwe Tun Aung	Adviser
Namibia	Namibian Transport and Allied Workers' Union	Narina Pollmann	Lead delegate
		Elgiva Baptista	Adviser
Nepal	Nepal Yatayat Mazdoor Sangh	Ajay Kumar Rai	Lead delegate
Nepal	Nepal Yatayat Swotantra Majdoor Sangathan	Bishnu Lama	Lead delegate
Nepal	Union of Trekking Travels, Rafting and Airlines Workers, Nepal	Ranju Thapa	Lead delegate
Netherlands	FNV	Edwin Durk Pieter Atema	Lead delegate
		Abid Abdeloui	Delegate
		David van der Geer	Delegate
		Fred van Oort	Delegate
		Niek Stam	Delegate
		Silvana Francken - Belfi	Delegate
		Anil Parsan	Adviser
		Arie de Wijk	Adviser
		Asmae Hajjari	Adviser
		Chant Van Den Berg	Adviser
		Dennis Van Looijen	Adviser
		Ilse Berghmans	Adviser
		Jan Blythe	Adviser
		Leendert Hilberding	Adviser
		Lex Lecomte	Adviser
		Mathijs Zinger	Adviser
		Nuri Alders	Adviser
		Paul Bakker	Adviser
		Raymond Wessel	Adviser
		Raymondo Alexander Terpstra	Adviser
Sanne van der Gaag	Adviser		
Ufuk Ayranci	Adviser		
Walter van der Vlies	Adviser		
Wilmar Van Der Waal	Adviser		
Netherlands	Nautilus International (NL)	Sascha Meijer	Lead delegate
		Marcel van den Broek	Adviser
New Zealand	E tū Incorporated	Annabel (Annie) Newman	Lead delegate
		. Savage	Delegate
New Zealand	First Union (Inc)	Jas Giri	Delegate
New Zealand	Maritime Union of New Zealand	Carl Findlay	Lead delegate
		Dennis Outram	Adviser

Country	Organisation	Name	Role
		Fiona Mansell	Adviser
		Glen Williams	Adviser
		Grant Williams	Adviser
New Zealand	Rail and Maritime Transport Union Inc.	Todd Valster	Lead delegate
		Ratahi Ellis	Adviser
		Rebecca Hauck	Adviser
Niger	Syndicat des Agents de la Météorologie et de l'Aviation Civile	Habibou Yahaya Mamane	Lead delegate
		Ali Garba Sido	Adviser
Niger	Syndicat National des Conducteurs Routiers du Niger	Roueba Almabrouk	Lead delegate
Nigeria	Air Transport Services Senior Staff Association	Ilitrus Ahmadu	Lead delegate
Nigeria	Association of Nigeria Aviation Professionals	Kabir Yahaya Gusau	Lead delegate
Nigeria	Maritime Workers' Union of Nigeria	Adewale Waheed Adeyanju	Lead delegate
		Hannah Funmilola Fasan	Delegate
		Oluseun Mark Owolabi	Delegate
		Segbenu Sunday Sewanu Avoseh	Delegate
		Tajudeen Ohize Ibrahim	Delegate
		Abubakar Babaje Bello	Adviser
		Ajayi Akinwumi Ayokunle	Adviser
		Akinola Oladele Bodunde	Adviser
		Ali Adolphus Eko	Adviser
		Ekpenyong Etim Ekpenyong	Adviser
		Folashade Iyabo Ogunjobi	Adviser
		Ifeanyi Edward Mazeli	Adviser
		Kenneth Ibanga	Adviser
		Leonard Tonye Harry	Adviser
		Matina Ebi Njoku	Adviser
		Samuel Tashok Haruna	Adviser
		Uchechukwu Anamelechi Igwe-Onu	Adviser
		Zainabu Umar Kwande	Observer
		Abubakar Mahmud Dantsoho	Observer
		Ayoola Ikeolu Opabiyi	Observer
		Bamidele Alex Ajayi	Observer
		Onyemekara Ikechukwu Chika	Observer
		Ngozi Mercy Oku	Observer

Country	Organisation	Name	Role
		Popoola Habibat Temitope	Observer
Nigeria	National Association of Aircraft Pilots and Engineers	Abednego Andirya Galadima	Lead delegate
Nigeria	National Union of Air Transport Employees	Benjamin Konye Nnabue	Lead delegate
		Adedayo Patrick Alale	Observer
		Aliyu Yahaya Usman	Observer
		Ekeledilichukwu Ogu	Observer
		Hector Nnadi	Observer
		Issa Oghogho Osagie	Observer
		Jachinma Agu	Observer
		Okunbor Hycent	Observer
		Nkiru Philips	Observer
		Rabiu Saleh	Observer
		Uchechukwu Chiemeka Anya	Observer
		Nigeria	National Union of Road Transport Workers
Adekunle Olanrewaju	Delegate		
Agbeyangi Kayode Sunday	Delegate		
Aliyu Tanimu	Delegate		
Bello Jummai Maryam	Delegate		
Francis Arhiyor	Delegate		
Ibrahim Yahaya Ozigizigi	Delegate		
Ishola Tajudeen Badru	Delegate		
Mustapha Adewale	Delegate		
Najeem Usman Yasin	Delegate		
Salami Oyebode Adedamola	Delegate		
Samuel Chijioke Udeh	Delegate		
Nigeria	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association	Bob Joseph Yousuo	Lead delegate
		Aleakhue John Okpono	Delegate
		Akwubor Boniface	Adviser
		Obadiah Jeremiah	Adviser
		Ogunsola Olawale George	Adviser
Nigeria	Nigeria Union of Railway Workers	Innocent Luka Ajiji	Lead delegate
		Kazeem Ishola Yusuff	Adviser
		Vincent Terhemba Tyohon	Delegate
Norway	Det norske maskinistforbund	Andreas Bakken	Lead delegate
		Hege-Merethe Bengtsson	Delegate
		Odd Rune Malterud	Adviser
Norway	Fagforbundet	Ingunn Reistad Jacobsen	Lead delegate
		Catherine Sæther Ertsås	Adviser
		Morten Olsen	Adviser

Country	Organisation	Name	Role
Norway	Fellesforbundet	Dag-Einar Sivertsen	Lead delegate
		Terje Samuelson	Delegate
		Joachim Espe	Adviser
		Jørgen Kaurin	Adviser
		Jørn Eggum	Adviser
Norway	Handel og Kontor i Norge	Elisabeth Sundset	Lead delegate
		Amir Mayani	Adviser
		Karl Magne Johnsen	Adviser
		Samra Akhtar	Adviser
Norway	Industri Energi	Asle Reime	Lead delegate
		Mads Eirik Tjøtta	Adviser
		Ole-Kristian Paulsen	Adviser
		Per Ståle Vågene	Delegate
Norway	Norsk Jernbaneforbund	Audun Sør-Reime	Lead delegate
		Jane Brekkhus Sæthre	Delegate
		Bianca Fedje	Adviser
		Petter Trønnes	Adviser
		Tor Egil Pålerud	Adviser
		Torfinn Håverstad	Adviser
Norway	Norsk Lokomotivførerforbund	Rolf Ringdal	Lead delegate
		Line Steinseth	Adviser
		Øystein Aslaksen	Adviser
Norway	Norsk Sjømannsforbund	Kurt Inge Angell	Lead delegate
		Jahn Cato Bakken	Delegate
		Lena Dyring	Delegate
		David Cushion	Adviser
		Gunnar Amland	Adviser
		Jan-Erik Lundby	Adviser
		Johan Oyen	Adviser
		Johnny Hansen	Adviser
		Kirsti Hauge	Adviser
		Line Heimstad	Adviser
		Ronny Øksnes	Adviser
		Stian Grøthe	Adviser
		Terje Hernes Pettersen	Adviser
		Torill Kristiansen	Adviser
		William Giddins	Adviser
Angelica Gjestrum	Inspector/Coordinator		
Norway	Norsk Sjøoffisersforbund	Martha Nordal	Lead delegate
Norway	Parat	Anneli Nyberg	Lead delegate
		Sissel Vian	Delegate

Country	Organisation	Name	Role
		Carl Gilbert Rego	Adviser
		Unn Kristin Olsen	Adviser
Norway	Yrkestrafikkforbundet	Jim Klungnes	Lead delegate
		Trude Christin Sande	Delegate
		Linda Jaeger	Adviser
Oman	General Federation of Oman Workers	Musallam Tabook	Lead delegate
Pakistan	Karachi Port Trust Democratic Workers Union	Abdul Razzak	Lead delegate
		Asadullah Memon	Adviser
Pakistan	People's Unity of PIA Employees	Nazeer Tahir	Lead delegate
		Hadayat Ullah	Adviser
		Sehrish Khan	Adviser
		Taqdees Tahir	Adviser
		Urooj Khan	Adviser
Pakistan	Railway Workers' Union (Open Line)	Muhammad Naseem	Lead delegate
Palestine	General Union for Transport Workers	Kayed Awwad	Lead delegate
		Mohammed Shafer Saed	Delegate
		Ala'a Mayyas	Adviser
		Husni Bani Odah	Adviser
		Mahera Kanan	Adviser
		Majd Samaroo	Adviser
		Murad Breik	Adviser
Panama	Sindicato de Trabajadores del Metro de Panama, S.A.	Diomedes Caceres Aguirre	Lead delegate
Panama	Sindicato Nacional de Trabajadores de la Industria de la Aviación, Logística, Similares y Conexos de la República de Panamá	Luis Alberto Escobar De Leon	Lead delegate
		Fernando Parfait	Adviser
Panama	Unión de Capitanes y Oficiales de Cubierta	Daniel Camazon	Lead delegate
Panama	Unión de Ingenieros Marinos	Ricardo Espada Bermudez	Lead delegate
		Vladimir Small Ortiz	Adviser
Panama	Unión de Prácticos del Canal de Panamá	Mario Marcelino Chong Mathieu	Lead delegate
Papua New Guinea	National Airline Employees' Association	Joe Kaspar	Lead delegate
		Dephne Maren	Adviser
Paraguay	Centro de Maquinistas Navales	Digno Raman Achucarro Nuñez	Lead delegate
Paraguay	Federación Paraguaya de Trabajadores y Transporte	Victor Ferreira	Lead delegate
		Victor Maggi	Adviser
Peru		Oscar Montoya	Lead delegate

Country	Organisation	Name	Role
	Federación de Trabajadores Aeroportuarios y de Aviación del Perú	Angella Selene Chavarria Contreras	Adviser
		Guillermo Miguel Vanegas Gonzalez	Adviser
Philippines	Associated Labor Unions	Gerard Seno	Lead delegate
		Miguel Ramonkito Mendoza	Delegate
		Niño Mike Torrevillas	Inspector/ Coordinator
Philippines	Associated Marine Officers' and Seamen's Union of the Philippines	Conrado Oca	Lead delegate
		Anna Liza M Ibarra	Delegate
		Camille Dyan Simbulan	Delegate
		Eduardo Ramirez Santos	Delegate
		Jasmin Labarda	Delegate
		Jesus Jr. Sale	Delegate
		Johnny Jr Oca	Delegate
		Louise Mikhaela Rose Escarrilla	Delegate
		Ma. Elena Gysrell V. Jiloca	Delegate
		Adiator Caesar Zurbito	Adviser
		Alexander Ragonjan	Adviser
		George C. Pile	Adviser
		Maria Elena Pile	Adviser
Maximo Abad	Adviser		
Philippines	Associated Philippine Seafarers' Union (ALU-TUCP)	Michael Democrito Mendoza	Lead delegate
		Generick Morales	Delegate
		Ophelia Zabate	Delegate
		Raymond Democrito Mendoza	Adviser
Philippines	National Confederation of Transport Workers' Union	Jose Aguilar	Lead delegate
		Joan Aguilar	Adviser
Philippines	PISTON Land Transport Coalition	Jan Marvi Atienza	Lead delegate
Poland	National Maritime Section NSZZ 'Solidarnosc'	Andrzej Koscik	Lead delegate
Poland	National Section of Port Workers NSZZ "Solidarnosc"	Marek Szymczak	Lead delegate
Poland	Ogólnopolski Związek Zawodowy Oficerów i Marynarzy	Henryk Piatkowski	Lead delegate
		Kamil Butler	Delegate
Portugal	Sindicato da Marinha Mercante, Indústrias e Energia	Alexandre Delgado	Lead delegate
Portugal	Sindicato de Capitães e Oficiais da Marinha Mercante - Sincomar	José Manuel de Morais Teixeira	Lead delegate
Portugal	Sindicato dos Engenheiros da Marinha Mercante	João Pires	Lead delegate

Country	Organisation	Name	Role
Romania	Sindicatul Liber al Navigatorilor din Flota Maritimă Comercială	Aurel Stoica	Lead delegate
		Bogdan Ciordas	Delegate
		Bogdan Liviu Antonaru	Adviser
		Corina Gabriela Plesa	Adviser
		Costica Stici	Adviser
		Gabriela Dan	Adviser
		Maria Sterian	Adviser
		Adrian Mihalcioiu	Inspector/ Coordinator
Senegal	Fédération des Transports de l'UDTS	Mariama Diallo	Lead delegate
		Ousseynou Badji	Delegate
Senegal	Syndicat Democratique des Travailleurs de Dakar Dem Dikk	Abdou Diouf	Lead delegate
		Diatta Fall	Adviser
Senegal	Syndicat Democratique des Travailleurs du Transport Routier	Mbaye Diaw	Lead delegate
Senegal	Syndicat National des Travailleurs de la Marine Marchande	Seydou Nourou Thiam	Lead delegate
Senegal	Syndicat Unique des Travailleurs des Transports Aériens et Activités Annexes du Sénégal	El Hadji Ousmane Sall	Lead delegate
Senegal	Union des Routiers du Sénégal	Khouma Gora	Lead delegate
		Diadji Wade	Delegate
		Soukeye Ka	Delegate
Singapore	National Transport Workers' Union	Mun Whai Mak	Lead delegate
		Jason Choa	Delegate
		Charlton Ng	Adviser
Singapore	Port Officers' Union	Benjamin Tang Chun Wai	Lead delegate
		Gerald Lee	Adviser
		Kian Lee Sia	Adviser
Singapore	Singapore Maritime Officers' Union	Mary Liew	Lead delegate
		Dominic Yong	Delegate
		Guo Duan Gwee	Delegate
		Thomas Tay	Delegate
		Alvin Cheong	Adviser
		Sherry Tan	Adviser
Singapore	Singapore Organisation of Seamen	Soon Huat Kam	Lead delegate
		Daniel Tan	Delegate
		Moon Tan	Delegate
		Shena Foo	Delegate
		Sharon Li	Adviser
Singapore	Singapore Port Workers' Union	Arasu Duraisamy	Lead delegate
		Low Kar Siong	Adviser

Country	Organisation	Name	Role
		Syed Mohamed Ali Bin Syed Hassan	Adviser
Somalia	Somali Fisheries Workers Union	Hassan Mohamed Roble	Lead delegate
South Africa	National Union of Metal Workers of South Africa (The)	Irvin Jim	Lead delegate
		Daniel Coleman	Delegate
		Dipuo Grace Makhele	Delegate
		Zazi Nsibanyoni-Mugambi	Delegate
		Puleng Veronica Phaka	Adviser
Spain	ELA-Zerbitzuak	Egoitz Iturbe Saez de Nanclar	Lead delegate
		Mohamed Arrachedi Bouallouch	Inspector/Coordinator
Spain	Federación de Servicios a la Ciudadanía de CCOO	Patricia Lauder García	Lead delegate
		Álvaro Castellano Núñez	Delegate
		Aurea Ramos Lorenzo	Delegate
		Juan Manuel Trujillo Castillo	Delegate
		Juana Olmeda Gómez	Delegate
		Ana Reviejo Gómez	Adviser
		Daniel Sánchez García	Adviser
		Francisco José Vegas Rosado	Adviser
		José Antonio Naranjo Burcio	Adviser
		José Cristian Castaño Fernández	Adviser
		José Jorge García Faerna	Adviser
		Luciano Palazzo Gallo	Adviser
		María Josefa Paez Parada	Adviser
		María Paloma Gallardo Varona	Adviser
		Noemí Cuerdo Campillo	Adviser
		Marc Marti	Inspector/Coordinator
Spain	Federación Estatal de Servicios, Movilidad y Consumo de la Unión General de Trabajadores	Carmen Donate	Lead delegate
		Antonio Oviedo Garcia	Delegate
		José Manuel Pérez Grande	Delegate
		Jose Ramón Piñeiro	Delegate
		Raquel González	Delegate
		Diego Buenestado	Adviser
		José Manuel Blanco Lojo	Adviser
		Luz Baz	Inspector/Coordinator
Sri Lanka		Ravindu Athukorala	Lead delegate

Country	Organisation	Name	Role
	National Union of Seafarers Sri Lanka	Mohottige Lucian Ranjan Perera	Delegate
		Udayangani Prasadi Manathungage Dona	Delegate
St Lucia	St Lucia Seamen, Waterfront and General Workers' Trade Union	Destilia Henry	Lead delegate
Sweden	Fackförbundet ST	Karin Brunzell	Lead delegate
Sweden	Nordiska Transportarbetarefederationen	Anu Hietala	Observer
		Christer Norfall	Observer
Sweden	Seko service och kommunikationsfacket	Johan Lindholm	Lead delegate
		Jens Saverstam	Delegate
		Kenny Reinhold	Delegate
		Sara Skoglund	Delegate
		Chaker Nassar Nassar	Adviser
		Joakim Hellmouth	Adviser
		Katrina Ansarfwe	Adviser
		Per Ola Fällman	Adviser
		Rickard Naslund	Adviser
		Annica Barning	Inspector/ Coordinator
Sweden	Sjöbefälsföreningen	Karl Huss	Lead delegate
		Eunju Huss	Adviser
Sweden	Svenska Kommunalarbetareförbundet	Astrid König	Lead delegate
		Robert Dareljus	Delegate
		Susanne Gällhagen	Delegate
		Lisa Wallgren	Adviser
		Mario Gavran	Adviser
		Sabrie Ademi	Adviser
Sweden	Svenska Transportarbetareförbundet	Jimmy Ovesson	Lead delegate
		Anders Gustafsson	Delegate
		Elin Lörnbo	Delegate
		Joakim Guttman	Delegate
		Lena Hunt Viberg	Delegate
		Petri Perälä	Delegate
		Magnus Larsson	Adviser
		Peter Lökvist	Adviser
		Tommy Wreeth	Adviser
		Fredrik Bradd	Inspector/ Coordinator
Sweden	Unionen	Christina Balder	Lead delegate
		Hans Lindau	Delegate
		Llywellyn Khalifa	Delegate
		Rosmarie Modén	Delegate

Country	Organisation	Name	Role
		Pia Carlsson	Adviser
		Tero Huhta	Adviser
		Thomas Janson	Adviser
Switzerland	Kapers Cabin Crew Union	Lillian Obimo	Lead delegate
		Sandrine Nikolic-Fuss	Adviser
Switzerland	Nautilus International (Switzerland)	Holger Schatz	Lead delegate
Switzerland	SEV - Gewerkschaft des Verkehrspersonal	Patrick Kummer	Lead delegate
		Giorgio Tuti	Delegate
		Janine Truttmann	Delegate
Switzerland	UNIA	Roman Künzler Fögele	Lead delegate
		Aymen Belhadj	Adviser
Taiwan, China	National Chinese Seamen's Union	Lieh-Jong Chang	Lead delegate
		Hung-Chyi Hwang	Delegate
		Yu-Chun Yang	Delegate
		Charng-Kuen Yeh	Adviser
		Hsin-Fu Yeh	Adviser
		Jenn-Hwang Chen	Adviser
Tanzania	Communication & Transport Workers' Union of Tanzania	Juliana Mpanduji	Lead delegate
		Nice Amon Mwansasu	Delegate
Tanzania	Zanzibar Seafarers Union	Ali Mzee Ally	Adviser
Thailand	State Railway Workers' Union of Thailand	Sarawut Saranwong	Lead delegate
Thailand	Thai Seafarer Association	Nopadol Kaewsuwan	Lead delegate
Togo	Fédération Syndicale des Travailleurs des Transports du Togo	Komlan Agbenou	Lead delegate
Togo	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transports du Togo	Dela Edem Kodjo Franck Fumey	Lead delegate
Togo	Syndicat des Travailleurs du Port Autonome de Lomé	Akosiwa Manavi Anika	Lead delegate
		Hekanou Abla Segnonam	Adviser
		Odoh Nayo	Adviser
		Yaovi Parfait Viagbo	Adviser
Togo	Union des Routiers du Togo	Moukaila Kefia	Lead delegate
Trinidad & Tobago	Seamen and Waterfront Workers' Trade Union	Michael Annisette	Lead delegate
		Gamala Warner	Adviser
Tunisia	Fédération Nationale des Transports	Wajih Zidi	Lead delegate
		Abdelmonen Yakoubi	Delegate
		Ben Khalifa Malik	Delegate
		Imene Ben Hamouda	Delegate
		Kharbech Bechir	Delegate
		Khelifi Chamseddine	Delegate

Country	Organisation	Name	Role
		Mohamed Janadi	Delegate
		Souhaila Ben Amara	Delegate
		Sahroui Kaouther	Adviser
		Sassi Chaker	Adviser
Türkiye	Birlesik Tasimacilik Çalışanlari Sendikası	Ismail Ozdemir	Lead delegate
Türkiye	Demiryolu İşçileri Sendikası	Hüseyin Kaya	Lead delegate
Türkiye	Deniz Çalışanlari Dayanisma Derneği	Ural Çağırıcı	Lead delegate
		Erdal Hascan	Delegate
		Neşe Esin	Adviser
		Selahattin Polat	Adviser
		Unal Turkel	Adviser
Türkiye	Tüm Taşıma İşçileri Sendikası	Kenan Öztürk	Lead delegate
		Muharrem Yildirim	Delegate
		Sedat Durel	Adviser
Türkiye	Türkiye Denizciler Sendikası	İrfan Mete	Lead delegate
		Alptuğ Arslantaş	Delegate
		Fahriye Tuğba Şener	Adviser
		Kenan Dinç	Inspector/ Coordinator
Türkiye	Türkiye Devrimci Kara Hava ve Demiryolu Taşımacılığı İşçileri Sendikası	Mehrali Yücedağ	Observer
Türkiye	Türkiye Liman, Deniz, Tersane ve Depo İşçileri Sendikası	Fatih Özpınar	Lead delegate
		Musa Kızır	Adviser
		Savaş Karakaya	Adviser
		Mehmet Emre Avcı	Inspector/ Coordinator
Türkiye	Türkiye Sivil Havacılık Sendikası	İzzet Öztürk	Lead delegate
		Mehmet Özcan	Delegate
		Melike Durnacı	Delegate
		Rıdvan Koçak	Adviser
Uganda	Amalgamated Transport and General Workers' Union	Stephen Abima	Lead delegate
		John Mark Mwanika	Delegate
		Jonathan Olipan	Delegate
		Shanitah Birungi	Delegate
Uganda	Uganda Fisheries and Allied Workers Union	Mukasa Henry	Lead delegate
Ukraine	Vil'na Profspilka Mashynistiv Ukrainy	Semen Grigorevich Karikov	Lead delegate
Ukraine	Profesiyna spilka robitnykiv mors'koho transportu Ukrayiny	Oleg Grigoryuk	Lead delegate
		Elina Karavan	Delegate
		Iryna Yerinenko	Delegate
		Maiia Kalashnyk	Delegate

Country	Organisation	Name	Role
		Mykhailo Kirieiev	Delegate
		Oleksandr Shuturmynskyi	Delegate
		Olha Shvets	Delegate
		Antonina Shkamerda	Adviser
		Sergii Kazantsev	Adviser
		Viktoriiia Kernos	Adviser
		Yuliia Pelykh	Adviser
		Nataliya Yefrimenko	Inspector/ Coordinator
Ukraine	Profspilka zaliznychnykyv i transportnykh budivel'nykyv Ukrayiny	Olena Bulavin	Lead delegate
		Nataliia Tomazova	Delegate
Uruguay	Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines	Francisco Del Gaudio	Lead delegate
		Adan Suarez	Inspector/Coordinator
USA	Air Line Pilots' Association International	David Semanchik	Lead delegate
		Mark Segaloff	Lead delegate
		Wendy J. Morse	Delegate
USA	Allied Pilots Association (The)	Chris Torres	Lead delegate
		Shawn Gray	Delegate
		Chris Bacon	Adviser
USA	Amalgamated Transit Union	John A Costa	Lead delegate
		John Lyons	Delegate
		Yvette Trujillo	Delegate
		Dominick Allen	Adviser
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	Sara Nelson	Lead delegate
USA	Association of Flight Attendants (AFA) - Communications Workers of America (CWA)	Keturah Johnson	Delegate
		Nelson Coffey Dragsbaek	Delegate
		Steve Schembs	Delegate
		Taylor Garland	Delegate
USA	Independent Pilots' Association	Luke Pyles	Lead delegate
		Andre Fairbanks	Adviser
USA	International Association of Machinists & Aerospace Workers	Richard Johnsen	Lead delegate
		Edison Fraser	Delegate
		Erik Stenberg	Delegate
		John Coveny	Delegate
		Julie Fritchen	Delegate
		Keith Aiken	Delegate
		Thomas Regan	Delegate
		Zachary Coker	Delegate
		James Carlson	Adviser

Country	Organisation	Name	Role
		Josh Hartford	Adviser
		Lorraine Fraser	Adviser
USA	International Longshore and Warehouse Union	William Adams	Lead delegate
		Bobby Olvera, Jr.	Delegate
		Terri Mast	Delegate
		Alisha Bull	Adviser
		Brett Larkin	Adviser
		Campbell Duignan	Adviser
		Clem Clothier	Adviser
		Dave Ball	Adviser
		David Martin	Adviser
		Hayley Rodwell	Adviser
		Jason Campbell	Adviser
		Jason Coppola	Adviser
		Paul Gallagher	Adviser
		Robert Lumsden	Adviser
		Ryan Brazeau	Inspector/ Coordinator
Sam Levens	Inspector/ Coordinator		
USA	International Longshoremen's Association	John Baker	Lead delegate
		Michael Baker	Delegate
		William Hartigan	Adviser
		Dwayne Boudreaux	Inspector/ Coordinator
USA	International Organization of Masters, Mates & Pilots, AFL-CIO	Donald J Marcus	Lead delegate
		J. Lars Turner	Delegate
		Eduardo Iglesias	Adviser
USA	Marine Engineers' Beneficial Association	Adam Smith	Lead delegate
		Adam Vokac	Adviser
		Erick Siahann	Adviser
		Nick Bramley	Adviser
		Roland Rexha	Adviser
USA	Seafarers' International Union	David Heindel	Lead delegate
		Corey Connor	Delegate
		Jordan Esopa	Delegate
		Joseph Soresi	Delegate
		Pat Vandegrift	Delegate
		Thomas Orzechowski	Delegate
		Barbara Shipley	Inspector/Coordin ator
		Enrico Louis Esopa	Inspector/Coordin ator

Country	Organisation	Name	Role
USA	Service Employees' International Union	Nicholas Allen	Lead delegate
		Vanessa Johnson	Delegate
		Wendy Weiner	Delegate
USA	Transport Workers' Union of America	John Samuelson	Lead delegate
		Gary Peterson	Delegate
		Angelo Cucuzza	Adviser
		John O'Donnell	Adviser
USA	Transportation Communications International Union	Matthew Hollis	Lead delegate
		Cecilia Calavetinos	Delegate
		Darren Treiber	Delegate
		Hillary Rowlett	Delegate
		Sandra Treiber	Adviser
Yemen	General Union for Transport and Transportation Workers	Hamdan Al-Haidari	Lead delegate
Yemen	Labor Committee of Aden Container Terminal	Saeed Abbod Al-Maari	Lead delegate
Zambia	Hotel Catering Tourism and Allied Workers Union of Zambia	Leviticus Mwanza	Lead delegate
Zambia	National Union of Transport and Allied Workers	Anderson Haninga	Lead delegate
		Maureen Chota	Delegate
Zambia	Railway Workers' Union of Zambia	Nathan Zulu	Lead delegate
Zimbabwe	Zimbabwe Amalgamated Railway Workers' Union	Nhamo Bepete	Lead delegate

Invited guests

Country	Organisation	Name
Australia	Parliament of Australia	Tony Sheldon
Belgium	Education International Global Union	David Edwards
		Dalila El Bahrm
	International Trade Union Confederation (ITUC)	Luc Triangle
Canada	International Civil Aviation Organisation (ICAO)	Nicolas Rallo
Côte d'Ivoire	Ministry of Employment and Social Protection	N'Guessan Marie Nadege Dibie
Denmark	Ørsted A/S	Mikkel Mejling Andersen
Finland	Trade Union Solidarity Centre of Finland SASK	Juska Kivioja
France	International Union of Railways (UIC)	Francois Davenne
Germany	Friedrich-Ebert-Stiftung	Anas El Hasnaoui
		Helmut Elischer
		Houda Ben Hssaine
		Manuel Gath
		Yassine Hannachi
		Mirko Herberg

Country	Organisation	Name
	DHL Group	Andreas Hoffmann Lillian Ueng
Great Britain	ITF (former General Secretary)	David Cockroft
	ITF (former Assistant General Secretary)	Stuart Howard
	ILO Specialist	Frank Leys
	International Chamber of Shipping (ICS)	Guy Platten
	International Christian Maritime Association	Jason Zuidema
	International Maritime Employers' Council Ltd (IMEC)	Arndt Steffen
		Belal Ahmed
		Francesco Gargiulo Simon Spacey
	International Maritime Organisation (IMO)	Arsenio Dominguez
	International Seafarers' Welfare and Assistance Network	Simon Grainge
	Progressive International	David Adler
		James Schneider
		Varsha Gandikota
Seafarers' Rights International	Brian Orrell	
	Hilton Staniland	
	Toby Maggs	
University of Surrey	Anke Winchenbach	
Japan	International Mariners' Management Association of Japan	Ryoichi Ikeda
		Shunsuke Imada
		Toshihito Inoue
Jordan	Arab Trade Union Confederation (ITUC)	Hind Benammar
Laos	Laos Federation of Trade Unions	Chanthavone Aphayalath
		Soumaly Hongkhamdy
Mali	Agency for Aerial Navigation Safety in Africa and Madagascar	Mamadou Gadiaga
		Lassina Togola
Morocco	Solidarity Centre for Arab World	Hind Cherrouk
		Imane Zaghloul
		Lina Jamoul
Nigeria	Air Transport Services Senior Staff Association	Frances Akinjole
		Moshood Abubakar Sadiq
	Federal Ministry of Aviation and Aerospace Nigeria	Festus Keyamo
		Olusoga Adebayo
	International Federation of Aeronautical Information Management Associations	Funmi Adeyemi
	National Association of Aircraft Pilots and Engineers	Francis Nwosu Igwe
Qatar	Council of Ministers of Labour & Council of Ministers of Social Affairs in GCC States (Executive Bureau)	Hussain Alhababi
		Mohammed Alobaidly

Country	Organisation	Name
Saudi Arabia	Saudi National Workers' Committee	Nasser Aljaryad
		Khaled Alkhattaf
South Africa	ITF (former President)	Randall Howard
Sweden	World Maritime University - Malmo	Khanssa Lagdami
		Anete Logina
		Maximo Mejia
	Union to Union	Maria Nyberg
Switzerland	IUF Global Union	Massimo Frattini
	UNI Global Union	Christy Lynn Hoffman
		Hatem Laouini
	IndustriALL Global Union	Atle Høie
USA	Uber	Andrew Byrne
		Clara Brenot
		Matias Weisz
		Miriam Chaum
	U.S. Department of State	Kelly M. Fay Rodriguez
	Solidarity Center	Jeffrey Vogt

SECRETARIAT

Name	Region	Office
Abdulgani Serang	Europe	London
Adam Leadbetter	Europe	London
Adrian Birch	Europe	London
Ainara Navas	Europe	London
Alana Dave	Europe	London
Albana Hasani	Europe	London
Alfonso Bahena	Latin America & Caribbean	Rio de Janeiro
Alicia Nasskau	Europe	London
Amber Young	Europe	London
Andrea Caldas Privatti	Latin America & Caribbean	Rio de Janeiro
Andy Trussler	Europe	London
Areej Hatamleh	Arab World	Amman
Arnes Ramic	Europe	London
Asif Altaf	Europe	London
Assita Ouedraogo	Africa	Abidjan
Baker Khundakji	Arab World	Amman
Bayla Sow	Africa	Abidjan
Bilal Malkawi	Arab World	Amman
Branko Berlan	Europe	London
Bruno Dobrusin	Europe	London
Catina Sicoli	North America	Montreal

Name	Region	Office
Cedric Depollier	Europe	Geneva
Charlotte Hall	Europe	London
Chris Williams	Europe	London
Christina Ramessar	Europe	London
Claire Clarke	Europe	London
Cristina Tilling	Europe (ETF)	Brussels
Cyndi Kok	Asia Pacific	Singapore
Daniela Biocca	Europe	London
Dean Weston	Europe	London
Deepak Sharma	Asia Pacific	Delhi
Deniz Akdogan	Europe	London
Edgar Diaz	Latin America & Caribbean	Panama
Eline Neerinckx	Europe (ETF)	Brussels
Emiliano Addisi	Latin America & Caribbean	Rio de Janeiro
Enrico Tortolano	Europe	London
Fabio Basone	Europe	London
Fabrizio Barcellona	Europe	London
Frank Cameron	Europe	London
Gabriel Mocho Rodríguez	Europe	London
Geetha Iyer	Asia Pacific	Delhi
Gemma Swart	Europe	London
Heder Santana	Europe	London
Helen Finney	Europe	London
Hiroko Oda	Europe	Tokyo
Horst Wagner	Europe	London
Inga-Lena Heinisch	Europe	London
Ingo Marowsky	Europe	London
Iraida Osorio	Latin America & Caribbean	Panama
Ivan de la Guardia	Latin America & Caribbean	Panama
Jacqueline Smith	Europe	London
Jason Lam Wai Hong	Asia Pacific	Hong Kong, China
Jeremy Anderson	Europe	London
Joanne Martin	Europe	London
John Canias	Europe	London
John Coote	Europe	London
Jolanta Matanowska	Europe	London
Jon Hartough	Europe	London
Jonathan Warring	Europe	London
Josef Maurer	Europe (ETF)	Brussels (ETF)
Joshua Valanzuolo	Europe	London
Katie Finn	Europe	London
Katie Higginbottom	Europe	London

Name	Region	Office
Katsuji Taki	Asia Pacific	London
Kulsoom Jafri	Europe	London
Kym Ralley	Asia Pacific	Sydney
Lars Lindgren	Europe	London
Laurence Ball	Europe	London
Laurence Lefevre	Europe (ETF)	Brussels (ETF)
Livia Spera	Europe (ETF)	Brussels (ETF)
Lizzy Burt	Europe	London
Louise Johns	Europe	London
Lubega Sebyala Munobwa	Africa	Nairobi
Luca Tommasi	Europe	London
Luiz de Lima	Latin America & Caribbean	Rio de Janeiro
Luke Menzies	Europe	London
Marcio Bitteti Siqueira	Latin America & Caribbean	Rio de Janeiro
Mark Dearn	Europe	London
Mary Bollan	Europe	London
Meike Erichsen	Europe	London
Mohammed Dauda Safiyanu	Africa	Nairobi
Nafessa Zamrawi	Arab World	Amman
Neil Richardson	Head office	London
Netin Gorsia	Europe	London
Noel Coard	Europe	London
Oleg Romanyuk	Europe	London
Paula Brennan	Europe	London
Pauline Lacheze	Europe	London
Rasha Ahmed	Europe	London
Rebekah Attard	Europe	London
Rennie Etheridge	Europe	London
Rhea Chatterjee	Europe	London
Rob Johnston	Europe	Geneva
Rodrigo Rivera	Europe (ETF)	Brussels (ETF)
Rossen Karavatchev	Europe	London
Rumana Akther	Europe	London
Ruwan Subasinghe	Europe	London
Sabine Trier	Europe (ETF)	Brussels (ETF)
Sadie Saunders	Europe	London
Sally Altwal	Arab World	Amman
Sally Brogden	Europe	London
Samantha A'Boe	Europe	London
Samar Safan	Arab World	Amman
Sandra Zivkovic	Europe	London
Sara Shishane	Arab World	Amman

Name	Region	Office
Sarah Smith	Europe	London
Scott McDine	Asia Pacific	Sydney
Sean Sayer	Europe	London
Shigeru Fukuma	Asia Pacific	Tokio
Shyloh Liliane	Africa	Nairobi
Sian Manaz	Europe	London
Sika Marielouise	Africa	Nairobi
Simone Carvalho	Latin America & Caribbean	Rio de Janeiro
Stephen Cotton	Europe	London
Steve Biggs	Europe	London
Steve Trowsdale	Europe	London
Steve Yandell	Europe	London
Sue Rogers	Europe	London
Suzanne Verberne	Europe	London
Syed Quaiyum	Europe	London
Tomas Abrahamsson	Europe	London
Tyrone Murray	Europe	London
Vicente Rosselló Hernández	Europe	London
Victor Figueroa	Europe	London
Wol-San Liem	Europe	London
Zeyn Mohammed	Europe	London

INTERPRETERS

Language	Organisation	Name
Arabic	Independent Interpreter	Ayoub Ait Ali
	Independent Interpreter	Jawad Alaoui
	Independent Interpreter	Kamal Benzaida
	Independent Interpreter	Nadira Regrag
	Independent Interpreter	Samir Daghmoumi
	Independent Interpreter	Sabir Taraouat
Bahasa	Independent Interpreter	Achmad Hasan
Finnish	Auto-ja Kuljetusalan Työntekijäliitto - AKT r.y.	Anne Hupli
	Auto-ja Kuljetusalan Työntekijäliitto - AKT r.y.	Tiina Sjelvgren
French	Independent Interpreter	Ali Bennani
	Association of International Conference Interpreters	Francoise Comte
	Independent Interpreter	Isabelle Rochet
	Independent Interpreter	Mohcine El Guedimi
	Association of International Conference Interpreters	Odile Faull
	Independent Interpreter	Youssef Ben Abdeljalil
German	Association of International Conference Interpreters	Barbara Bethäusser-Conte
	Association of International Conference Interpreters	Monika Brasse

Language	Organisation	Name
Hindi	Independent Interpreter	Amina Saif
	Independent Interpreter	Zarqa Shaikh
Japanese	Independent Interpreter	Atsuko Niki
	Association of International Conference Interpreters	Kazuko Yoshida-Ingham
	ITF Asia Pacific Sub-Regional Office (Tokyo)	Takako Fukuda
	Independent Interpreter	Yurie Arita
Korean	Independent Interpreter	Eun Young Kim
	Independent Interpreter	Eunji Marina Jeong
	Independent Interpreter	Ji Su Lim
	Independent Interpreter	Yunjung Jung
Portuguese	Association of International Conference Interpreters	Aline Garcia
	Association of International Conference Interpreters	Débora Chobanian
	Independent Interpreter	Samir Fakhar
	Independent Interpreter	Wagner Lessa
Russian	Independent Interpreter	Dmitri Zaitsev
	Association of International Conference Interpreters	Elena Edwards
	Independent Interpreter	Loudmilla Sommer
	Association of International Conference Interpreters	Marina Wright
Spanish	Independent Interpreter	Laurence Henkinet
	Independent Interpreter	Mustapha Chouiref
	Association of International Conference Interpreters	Rosa Zaragoza
	Independent Interpreter	Samira Benajiba
	Independent Interpreter	Sergio Cordeiro
	Association of International Conference Interpreters	Valeria Luna
Swedish	Association of International Conference Interpreters	Nadia Alves
	Association of International Conference Interpreters	Yvonne Tizard
Turkish	Independent Interpreter	Baris Yildirim
	Independent Interpreter	Müge Atala
Coordinator	Beyond Words Sarl	Kaoutar Hmimou
Technician	Beyond Words Sarl	Tawfiq Sabir

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49-60 Borough Road
London SE11DR
+44 (0)20 7403 2733