

annual report 2019

OFFICERS

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Professor Keith Ewing

Chairperson:

John Hendy QC

Treasurer:

Geoffrey D Shears

Director:

Carolyn Jones

INTRODUCTION

In our 2018 annual report, we expressed our determination to improve our financial base to ensure we survived and to take our Manifesto work to a new level. In 2019 we are very pleased to be able to say we achieved both.

Thanks to the ongoing and very much appreciated support from our trade union friends, our finances are now in a much stronger position. Trade unions gave generously, not only to our 30th anniversary appeal but also to our Manifesto for Labour Law Project Development Fund. That support allows us to begin the new financial year with the resources needed to fulfil our plans to promote and popularise our Manifesto work.

The continued hard work by our network of experts on the Manifesto for Labour Law helped to place IER at the very heart of policy initiative developments. Following the publication of *Rolling Out*, we were invited to work with policy makers in England, Wales and Scotland to help deliver a new, exciting and transformative framework of employment rights, a fitting way to celebrate our 30th anniversary as a labour law think-tank.

ADMINISTRATION

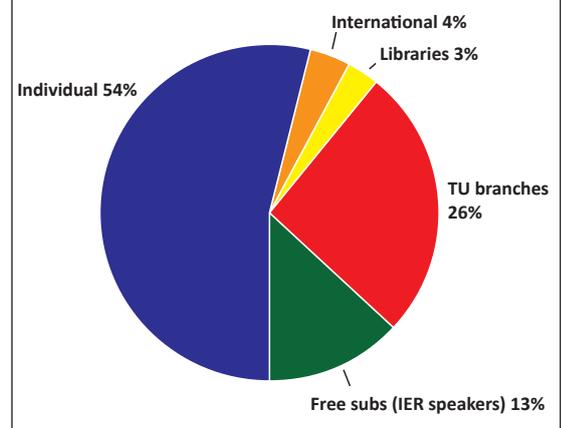
Following the Director's move to a three-day working week, we took on a temporary assistant in May 2018 to help drive sales and promotions. Unfortunately, the member of staff moved on in November. We are currently considering how best to restructure our work distribution, with the possibility of taking on a Finance Officer for 2 days a week, freeing James Harrison to do other work. Sarah Glenister's hours increased from 18 to 30 in August 2018, allowing her to spend more time on promoting and popularising our Manifesto ideas.

MEMBERS AND SUBSCRIBERS

Our membership figures currently stand at 76, of which 36 are trade union representatives (no change).

We have a total of 487 (-2) subscribers on our database. Of those, 264 (+3) are individuals, 129 (-11) are trade union branches, 14 (-3) are

Subscriber Numbers



commercial libraries, 19 (+3) are international, and 61 (+29) are free subscriptions gifted to our speakers. Reduced rate subscriptions (mainly students paying £25) now stand at 80 (+14).

Although the number of subscriptions has remained relatively stable, subscription income is down on the previous year, as subscribers on the concessionary rate have increased, whilst higher paying trade union branches and commercial libraries have decreased. Last year's free trial subscribers will now start paying their direct debit from April 2019 onwards, which should go some way to stabilising income. We also launched a new subscriber referral scheme in April 2019, which we hope will significantly increase our subscriber base and income. On the positive side, the increase in reduced rate subscribers reflects our success in reaching out to students and retired union members.

While most paid subscribers continue to manage their accounts offline, 125 subscribers currently pay their dues through PayPal, up 17.9% on last year. Income from online bookings for conferences and events increased by 35% to just under £20,000.

Over 5,400 readers now subscribe to our electronic subscription list to receive weekly news briefs and promotions.

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**THE
INSTITUTE
OF
EMPLOYMENT
RIGHTS**



PUBLICATIONS

Last year we produced 3 of our promised 6 publications. We had a number of other publications in the pipeline which either had to be cancelled or delayed, due to the workload of the authors.

Rolling out the Manifesto for Labour Law is a continuation of our work on the 2016 Manifesto for Labour Law, and includes details on how our proposals could be implemented should the political appetite be right. Bulk order sales to trade unions ensured that distribution and income from sales went extremely well.

Labour Law Highlights 2019 is our annual analysis of statute and case law developments on employment rights and trade union issues. It was authored once again by our team at Old Square Chambers. We have changed the timings of production for this so that it is available in the spring for trade union conferences, rather than at the end of the year. This should help sales as the shelf life of the publication's title will last longer.

The Welfare State, wages & work: Disintegration or renewal? is a publication authored by Prof Keith Puttick. It analyses the detrimental effect the state benefit system – most notably Universal Credit – has had on workers' pay and conditions by subsidising employers who pay lower wages. Keith concludes that we should be working towards a more robust state benefit system, sitting alongside stronger labour standards, as outlined by the IER's Manifesto for Labour Law.

PUBLICATIONS PLANNED FOR 2019/20

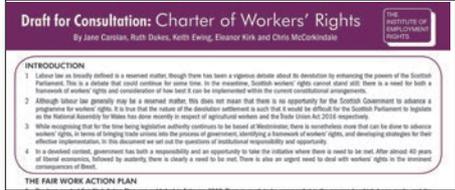
- UK labour law and international standards, Andrew Moretta.
- Social media and the law, Paul Scholey and Dan Kindell – Morrish Solicitors.
- ASLEF equality update, Ijeoma Omambala and Nadia Motraghi.
- Employment rights for seafarers, Carolyn Graham.
- Popularising the manifesto, the IER team.
- The gender pay gap, Caroline Underhill – Thompsons Solicitors

In 2018 we also saw the launch of the IER/Pluto **International Journal**, the first edition of which reproduced the Manifesto for Labour Law. The second edition will be launched in 2019 and the contents will include 8 Good Reasons why social care workers need collective bargaining by Lydia Hayes; Health and Safety at work by Phil James and David Walters; and the Legacy of Thatcherism in European Labour Relations by Aristeia Koukiadaki and her colleagues.

PROJECTS, COMMISSIONS AND PUBLIC POLICY WORK

Our main project in 2018 remained our Manifesto for Labour Law. Our first task was to assist and coordinate the work of our experts – now numbering 26 – who once again kindly volunteered their knowledge and time to help draft *Rolling Out*. The publication was successfully launched at TUC and Labour Party conferences together with associated promotional work, including video clips of John McDonnell and Rebecca Long-Bailey. The second task involved the Officers visiting trade unions (13 to date) to discuss how we could best promote our Manifesto within their union and how they could financially support us in our work. The response to both was extremely positive.

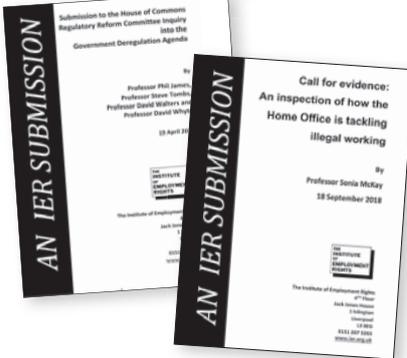
Last year also saw the launch of IER Scotland, led by Jane Carolan and assisted by Ruth Dukes (and her team), Chris McCorkindale and Keith Ewing. Following a series of meetings with trade unions, a consultation document on a Charter of Workers' Rights was drafted and successfully launched at an STUC 2019 fringe event in Dundee.

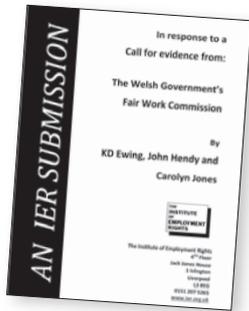
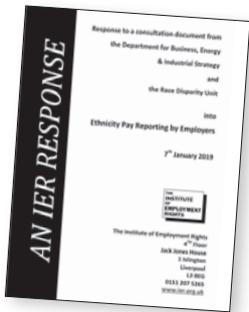
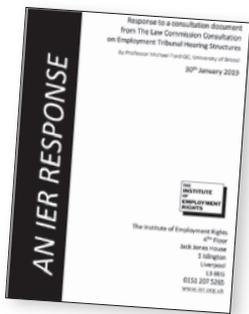


In October 2018 our PhD student, Ben Crawford, started his research on our Workers' Rights v Shareholders Rights project under the supervision of David Whyte and Aristeia Koukiadaki. This is a three year project focusing on the relationship between corporate law and labour rights, measured against international standards.

Work also started on two pieces of Commissioned work. One is for ASLEF, updating our On Track with Diversity Report 2012, due to be launched in Westminster in June 2019. The other is for the RMT and is on employment rights for seafarers, due to be launched at the TUC in September.

Last year IER also coordinated and submitted responses to 5 consultation documents on topics including employment tribunal hearing structures (Michael Ford); Race Pay Reporting (in association with the Oxford Human Rights Hub led by Sandra Fredman); Tackling Illegal work (Sonia McKay); the Wales Fair Work Commission (IER's Manifesto and Rolling Out publications) and the government's deregulation agenda (Phil James, Steve Tombs, David Walters and David Whyte).





Footage of the 2018 TUC Congress fringe meeting and a video made for the 30th Anniversary Reception have been particularly popular, achieving 630 and 307 views respectively. Overall, 2,000 minutes of content have been seen over the course of 1,100 views and 11 people have subscribed to the IER's YouTube channel.

This year's website data indicates an increase in engagement with our content from our user base. Visitors to the site viewed 3% more pages in 2018-19 compared with 2017-2018, and stayed 4.4% longer on those pages.

Overall traffic to the IER website in 2018-19 was broadly similar to the previous 12 months, but a 10.5% decline in the number of visitors compared with 2017-18 was noted due almost entirely to the surge of traffic seen during the General Election in 2017. For this reason, there was also a 13% reduction in the number of overall visits and a 10.5% decrease in page views.

The most popular pages on our website were our educational resources, including the Easy Guide to the Trade Union Act 2016 and the Chronology of Labour Law 1979-2017. Our Manifesto hub page remained in the top three most-visited pages.

On Facebook, we have seen a 8.7% increase in people liking our page, rising from 713 on April 01 2018 to 775 on March 31 2019. The number of followers we have on Twitter has risen by 27.3%, from 1,798 in April 2018 to 2,288 in April 2019.

Average opens of the News Brief have increased by 13.6% while average click-throughs are broadly similar.

CONCLUSION

We are pleased with the progress made in 2018 both in stabilising our financial base and embedding our policy ideas throughout the labour movement. The support and encouragement we received from trade unions together with the voluntary assistance of our team of experts, were truly humbling.

As we progress through our 30th anniversary year, our task is to ensure we honour that support. We'll approach that task with enthusiasm and determination, eager to spread our transformative ideas to the army of workers struggling with austerity and keen for change.

Carolyn Jones, Director
cad@ier.org.uk

London



CONFERENCES, EVENTS AND EDUCATION PACKAGES

In 2018-2019 the Institute hosted 6 events, 3 in London and 3 in Liverpool. We also had more than 211 people join us to celebrate our 30th anniversary in February 2019. A total of 219 delegates attended our labour law events, up by 43 from 2017-2018, the best attended remains our **Employment Law Update** conferences. There were an additional 2 planned events, which had to be cancelled due to low numbers – a surprise given they addressed ILO standards. We believe the slight rise in delegate numbers is due to us focusing on our popular courses, and producing the promotional materials ahead of schedule. We have been testing and considering an online events platform, which we hope to roll out towards the end of 2019 once our new website is completed.

Liverpool



Next year we have scheduled in a total of 4 events, leaving time for additional meetings on the Manifesto, possible educational events in association with commissioning unions, and time to explore the format and procedure for hosting online webinar events. We also hope to launch a tailored course in labour law aimed at higher education institutions. The course will cover ten key employment law topics and will be delivered in a series of lectures by our experts.



Rallies and meetings



EVENTS FOR 2019-2020

London

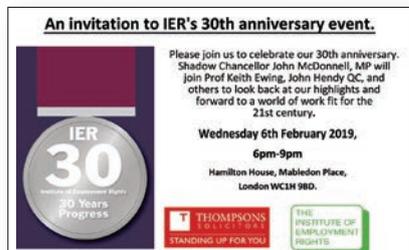
- Equality & diversity update
- Employment law update

Liverpool

- Equality & diversity update
- Employment law update

IT & COMMUNICATIONS

We are moving into more multimedia channels to communicate the IER message, with our focus currently on video materials.



IER Officers & EC

OFFICERS

President:
Professor Keith Ewing

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Director:
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Binder Bansel
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Mick Whelan *ASLEF*

IER Budget Report 2018-19

Year to 31st March 2019

£s	Budget 2018-19	Actual 2018/19	Actual 2017/18
INCOME			
Sales of Publications	15,000	20,408	9,172
Donations	40,000	65,372	49,706
Subscriptions	23,000	21,800	23,500
Sponsorship	5,000	3,100	6,867
Seminar Receipts	12,500	12,410	12,112
Royalties	500	984	711
Commissioned Work	5,000	863	0
Project Development	75,000	66,121	4,645
Bank Interest	0	0	0
Advertising	1,000	360	435
TOTAL INCOME	177,000	191,417	107,148
EXPENDITURE			
Printing: Promotional (inc C&E Packs&Publicity)	9,500	6,812	7,803
Printing: Publications	20,000	8,727	3,628
Design Work	5,000	2,992	2,875
Salaries	83,000	84,411	87,775
Rent	7,000	6,396	3,188
Sundries	4,000	3,403	2,273
Advertising	1,000	675	449
Insurance	650	608	517
C&E Room Hire (inc. Refrshts)	3,000	1,067	286
Professional Fees	6,000	3,743	4,583
C&E Hotels	300	293	266
C&E Fares	400	44	235
Travel	3,000	2,729	1,191
Telephones	1,500	1,132	1,427
Office Stationery	1,500	967	828
Postage: Couriers	1,000	934	601
Postage: Mailing	5,000	3,855	3,906
Repairs & maintenance	250	0	244
IT Development	18,000	982	1,141
Bank Charges	1,300	854	946
Moving Costs	0	0	0
TOTAL EXPENDITURE	171,400	130,624	124,163
Surplus/deficit	5,600	60,793	-17,015
Money in bank:		67,768	8,660
Bills to be paid		5,438	0
Invoices owed to us		5,025	3,747