annual report

OFFICERS

President:
Professor Keith Ewing
Chairperson:
Lord John Hendy QC
Treasurer:
Geoffrey D Shears
Senior Vice President:
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INTRODUCTION

During the last year, we have seen the highest levels of inflation in recent times. The cost of living has skyrocketed. This, coupled with flat lining pay for over a decade and public sector pay restraint, has starkly reminded the general public why trade unions exist — to protect the real terms incomes and conditions of workers. With Bank of England bosses fuelling the mythology that it is pay increases that cause inflation, while corporate profits soar and real pay plummets, it has become more obvious to the general public that it is not workers creating this crisis, but neoliberal profiteering. This has reversed some of the public perceptions of unions presented by successive governments.

Unions have seen an upturn in popularity again, with key union figures sparring with, and skilfully winning debates against, a hostile mass media. This no doubt holds some hope for the future of trade unionism in the UK, as well as for future generations of workers.

However, as well as the key possibilities for unions in these times, there are also great threats from a political establishment who, rather than address the fundamental issues facing the country, seek to suppress any form of protest, whether political or industrial. The passing of the Police Crime Courts and Sentencing Act and the Public Order Act both point to an increasingly authoritarian state.

As of yet, neither of these have been used against picketers, but without inherent protections for unions and the right to strike, it would be naïve to think that they will not use them against unions at some point. Add to this the ramping up of powers the Certification Officer can use against trade unions when receiving a complaint from anyone (including employers) – with hugely increased potential fines – and it starts to paint a picture of a political campaign against trade unions, similar to that pursued by Margaret Thatcher's government – only with more ambition to curtail basic freedoms.

With the recent lifting of the ban on agency workers being used as strike-breakers during industrial disputes, and additional uncertainty around what workers' rights may or may not be scrapped under the Government's Retained EU Law Bill later in the year, it seems clear that workers' rights are under serious threat from a number of angles.

The most pernicious of these threats comes in the form of the proposed Strikes (Minimum Service Levels) Bill. This legislation flies in the face of a number of fundamental human rights, against the EU/UK trade deal, and will effectively give Ministers unlimited powers to make strikes ineffective, fine unions, and effectively 'conscript' workers for the first time since the Second World War. It is looking more and more like a huge battle for unions is on the horizon, and as ever, the Institute will be on hand to support the trade unions and other organisations seeking to defend their members, and civil freedoms.

To this end the Institute, in partnership with the Campaign for Trade Union Freedom produced a report, *Workers' Rights in Times of Crisis*, which was made free to download from our website. The publication speaks to the long wish list of anti-trade union legislation the Government are seeking to impose, and finishes with a Bill of rights which our experts believe will inform the counter-strategy against such restrictive practices, and for positive rights for workers.

ADMINISTRATION

In March 2022 we took on a Communications Assistant to re-establish our staffing compliment back up to 3 people. Sadly, after a few months it became clear that they were not capable of undertaking the role in the way we needed, so we had to let them go in August.

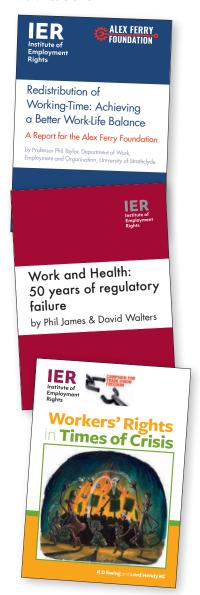
This led us to have a re-think about the traditional division of labour in the team, and we decided that, to play to some of the strengths of the current staff, we could appoint an office administrator, leaving Ben to do some of the communications work, and James to do some of the projects and income work. In March 2023 we appointed our new administrator Derek Kotz who will be undertaking his training over the next few months, and when fully trained, will take some of the lengthier administrative tasks off Ben and James, freeing up their time to address some of the shortfalls in certain income streams, manage important projects and apply for funding.

MEMBERS AND SUBSCRIBERS

Our membership figures currently stand at 77 (+1), of which 38 are trade union representatives.

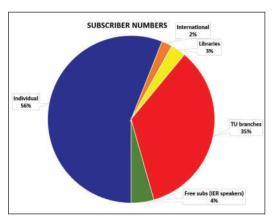
We have a total of 341 (-32) paid subscribers on our database. Of those, 191 (-34) are individuals, 118

Publications









(+11) are trade union branches, 10 (-) are commercial libraries, 7 (-1) are international, and 15 (-8) are free subscriptions gifted to our speakers. Of these, reduced rate subscriptions (mainly students paying £25) now stand at 43 (-12).

Of our multiple user licenses for online only subscriptions, we have retained TUC and AEP. Unite UONC did drop off in this financial year, but we have been in discussions with them to reinstate their subscription. We hope to arrange more of these types of subscriptions in the future, to keep printing costs down, and make accessing our materials easier.

In terms of subscription payment methods, 89 (-22) subscribers currently pay their dues through PayPal, down by 20% on last year. Other payment methods include BACS - 40, cheque - 13, Direct Debit - 148, and credit card - 10.

The largest demographic drop in subscription is individual subscribers. We believe this may be because of the cost-of-living crisis having an effect and some subscribers wishing to cut their costs. Union subscriptions have gone up slightly. We believe this is down to union branches coming back to workplaces and IER's presence at union conferences getting branch officials interested in our publications. We recognise that a drop in subscriptions is not good for income, and will be formulating a strategy to remind our lapsed subscribers to re-subscribe, and a further strategy to attract new subscribers to IER through a promotional offer.

Income from online conferences and events increased to just under £3,740, an increase of 9 times the income from the previous year, but still lower than our traditional events income from previous years. We think it may take time to re-build attendance at our conferences, especially so during very busy industrial times.

5,072 (-173) readers now subscribe to our electronic subscription list to receive weekly news briefs and promotions.

PROJECTS, COMMISSIONS AND PUBLIC POLICY WORK

We have continued to promote our previous project on *Work and health: 50 years of regulatory failure*, and have been working with the authors to do so. We have done this by seeking reviews of the publication, as well as planning to publicise it more widely via trade union journals. With the 50th anniversary of the Health and Safety

at Work Act happening in 2024, it will be useful to build up to this with a body of work which we can promote during the anniversary, to steer the narrative towards stronger health and safety laws and regulations for workers, as well as a more adequate enforcement regime.

We produced a commissioned piece for the Alex Ferry Foundation on *Redistribution of* Working-Time: Achieving a Better Work-Life Balance. This went far beyond a narrow agenda for a four-day week and covered diverse topics such as the importance of mental and physical well-being, health and safety, productivity, job satisfaction, more family time and general happiness in the minds of workers when they think about working time. The report was timely given the renewed focus on working time across our economy, which is itself overdue. This report should give shop stewards, union committees, full-time officers and union executives the confidence to launch full-throated campaigns for a step change in working time practices with no reduction in pay. We are now starting the 2nd phase of this piece of work with the Alex Ferry Foundation, looking at template collective bargaining agreements on working time, which we hope will be ready later in 2023.

In partnership with PCS, UCU, BFAWU, and the Barry Amiel and Norman Melburn Trust, we are undertaking a project on *The environment and work: A just transition*. Now we have gained the required funding, this project will result in a publication and a launch event happening towards the end of 2023. It will seek to look at what will need to happen to ensure that a just transition is inherently part of the collective bargaining process, and will look in to the required machinery of government and enforcement to responsibly regulate the transition to a more environmentally sustainable economy.

We have been in discussion with Dr Philippa Collins and Joe Atkinson of the University of Bristol, on a document that analyses the landscape of intrusive automated management and automation on workers. We hope to have something on the theme of *Workers' Rights in an Age of Algorithmic Management* within the next year or so.

We have also been in discussions with some unions on *the effectiveness of pay review bodies*. We are seeking to undertake a project to look at the history of pay review bodies and analyse their current effectiveness, as against collective bargaining arrangements. This project is currently in its infancy, and we hope to have more to report on it in the coming months.

PUBLICATIONS

We've produced the following publications:

- A publication from our project on Work and health: 50 years of regulatory failure, by Prof Phil James and Prof David Walters.
- The report from our project on Redistribution of Working-Time: Achieving a Better Work-Life Balance, by Prof Phil Taylor.
- Workers' Rights in Times of Crisis, by Prof Keith Ewing and Lord John Hendy KC.





& CTUF Fringe Me

PUBLICATIONS PLANNED FOR 2023/2024

- The gender pay gap multiple authors
- Migrant workers' rights Manoj Dias-Abey and Katie Bales, Bristol Uni.
- Redistribution of working time #2 Phil Taylor
- Labour law highlights 2023 Old Square Chambers team
- Environment & work: a just transition -Prof David Whyte & Ben Crawford
- Pay review bodies and their effectiveness -**Andrew Moretta**
- Workers' Rights in an Age of Algorithmic Management - Dr Philippa Collins and Joe Atkinson

CONFERENCES & EVENTS

This year we have scaled back the number of online events as we have been seeking to test how popular our in-person events are now in a post-pandemic world. We did 2 events, one paid and one free, in London.

EVENTS IN 2022-2023

- Employment Law Update 2023 Thursday 23rd March 2023
- The Right to Strike Friday 24th March 2023 (free) We had 41 registrations for our Employment Law Update, which was well attended on the day, and over the period of two financial years, will have brought in £3,800. For the Right to Strike event, we had 56 registrations, but as it was a free event there was significant dropout, with around 25 people attending on the day.

EVENTS FOR 2023-2024

We are currently planning our events calendar for 2023-2024, and will be announcing our plans for events this year in the weekly newsletter.

COMMUNICATIONS & DIGITAL DEVELOPMENT

Communications are a key part of what the IER does, so the stop-start process around recruitment and then losing the dedicated member of staff with the comms role was a difficult and frustrating time. The idea behind recruiting someone as a communications assistant specifically was in recognition of how important communicating the ideas and analyses of the IER team (it's network of lawyers, union officials and reps and academics) to the widest possible audience is to the IER's purpose.

Once the staffing compliment was down to two again, therefore, we decided that the communications task should go to Ben, as the Director - considering his previous experience and expertise in the field. Website stories, the weekly newsletter, press releases and contacts, social media, and video have all fallen in Ben's remit since September. Some of this is a challenge, obviously, because the role of Director is multifaceted and all consuming, so some juggling has been necessary in this period of transition.

What has been useful, however, is to use this period to reassess the public face of the IER, and for Ben to put his stamp on the direction that it might take. There is a need to renew our audience, to appeal to a wider, and possibly younger group of union reps and members, labour lawyers and

industrial relations academics and that means adjustments in our public facing communications, including the website and social media.

This involves building on a communications strategy which prioritises building our social media accounts and reaching new audiences, making our social media more conversational and accessible, trying to reach more of the labour movement and the public by getting articles into a wider range of publications and using video and infographics to engage new audiences.

Progress has been encouraging, if unspectacular. Facebook has grown from 1,818 followers this time last year, to 2,039 (a 12% increase). And our Twitter account has grown from 4,499 to 5,750 during the same period (a 28% increase).

Over the last year, the Government's attacks on trade union freedoms and the right to strike in particular has dominated both our social media. We have tried to cover the major news stories, with help from our friends in the trade union movement (especially those in communications or press departments) while at the same time using our network to provide original, up-to-date analysis of the legislation going through Parliament or being proposed. In this, we're indebted to the dedication of Professor Keith Ewing and John Hendy KC, our President and Chair respectively, who continue to provide trusted and authoritative accounts, but we are also looking to expand the range and scope of articles in our comments section and build relationships with academics and lawvers who are writing about employment law and aiming to engage with the trade union movement.

In terms of media engagement, our relationship with the Morning Star remains strong, with a number of important IER-penned pieces being published in their pages and the continued support for our events, including excellent reporting of them. An interesting development has been the emergence of a number of industrial reporters and correspondents from what might be called the 'new media' (in particular Tribune Magazine, Novara Media, Left Foot Forward, the Bureau Local and Byline Times), all who have engaged with the IER. Those relationships will help us in the future, in getting our message out to a wider audience and the general public, so it is something we will be developing over the coming year. In addition, we have seen some signs that more mainstream outlets are taking an interest in industrial relations / employment rights issues, in tandem with the upsurge in strike activity, and this offers opportunities for the IER to get a wider hearing too.

CONCLUSION

With 2 members of staff for most of the financial year, the IER's output has been less than in a normal year. However, we hope that when our new member of staff is fully trained this will free up capacity to not only re-establish previous levels of output but provide a stable basis to grow IER in the long term. Capacity issues aside, the staff and our experts are up to the difficult challenges facing our movement, and we are confident we will deliver as always, for the struggles that lay ahead.

IER Officers & EC 2022

OFFICERS

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Treasurer: Geoffrey D Shears Senior Vice President: Carolyn Jones

Director: Ben Sellers

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Doug Nicholls GFTU Ged Nichols Accord Sophie Park Pattinson & Brewer Dave Penman FDA Roy Rickhuss Community Patrick Roach NASUWT Rod Robertson Mickey Rubenstein Claire Sullivan CSP Barbara Switzer Rebecca Tuck Old Square Chambers Mick Whelan ASLEF Matt Wrack FBU

Sarah Woolley BFAWU

IER Budget Report 2022-23

Year to 31st March 2023

Donations 96,000 91,023 85,957 Subscriptions 25,000 16,855 25,520 Sponsorship 1,000 750 1,900 Seminar/online Events 5,000 3,740 401 Royalties 400 337 325 Commissioned Work 10,000 0 25,674 Project Development 22,000 23,194 8,582 Advertising 1,000 460 933 TOTAL INCOME 165,400 140,268 151,133 EXPENDITURE Printing: Promotional (inc packs & publicity) 4,000 2,754 793 Printing: Promotional (inc packs & publicity) 4,000 2,754 793 793 Printing: Promotional (inc packs & publicity) 4,000 2,754 793 793 Printing: Promotional (inc packs & publicity) 4,000 2,754 793 793 Printing: Promotional (inc packs & publicity) 4,000 2,754 793 793 Printing: Promotional (inc packs & publicity) 4,000 2,591	£s	Budget 2022-23	Actual Q4 2022/23	Actual Q4 2021/22
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Sundries 4,500 5,024 1,139 Advertising 1,500 1,468 1,424 Insurance 700 713 613 Room Hire (& refrshts) 1,000 24 0 Professional/project Fees 10,700 8,586 13,388 C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,703 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,783 Money in bank 72,083 85,749 Invoices owed to us 5,010 1,435 <td>Salaries</td> <td>104,000</td> <td>102,242</td> <td>99,256</td>	Salaries	104,000	102,242	99,256
Advertising 1,500 1,468 1,424 Insurance 700 713 611 Room Hire (& refrshts) 1,000 24 0 Professional/project Fees 10,700 8,586 13,388 C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Rent	6,000	4,671	2,420
Insurance 700 713 611 Room Hire (& refrshts) 1,000 24 0 Professional/project Fees 10,700 8,586 13,388 C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Invoices owed to us 5,010 1,435	Sundries	4,500	5,024	1,139
Room Hire (& refrshts) 1,000 24 0 Professional/project Fees 10,700 8,586 13,388 C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Advertising	1,500	1,468	1,424
Professional/project Fees 10,700 8,586 13,388 C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Insurance	700	713	611
C&E Hotels 1,000 1,308 0 C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Room Hire (& refrshts)	1,000	24	0
C&E Fares 250 42 0 Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Professional/project Fees	10,700	8,586	13,388
Travel 3,000 3,441 753 Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	C&E Hotels	1,000	1,308	0
Telephones 600 440 694 Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439	C&E Fares	250	42	0
Office Stationery 1,050 687 243 Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Travel	3,000	3,441	753
Postage: Couriers 1,000 825 419 Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Telephones	600	440	694
Postage: Mailing 5,000 4,232 2,174 Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Office Stationery	1,050	687	243
Repairs & maintenance 500 0 223 IT Development 4,000 3,126 3,701 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Postage: Couriers	1,000	825	419
IT Development 4,000 3,126 3,700 Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439	Postage: Mailing	5,000	4,232	2,174
Bank Charges 600 487 486 TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,745 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	Repairs & maintenance	500	0	223
TOTAL EXPENDITURE 164,800 153,055 129,351 Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,435	IT Development	4,000	3,126	3,701
Surplus/deficit 600 -12,787 21,781 Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439	Bank Charges	600	487	486
Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439	TOTAL EXPENDITURE	164,800	153,055	129,351
Money in bank 72,083 85,749 Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439	Surplus/deficit	600	-12,787	21,781
Bills to be paid 0 3,936 Invoices owed to us 5,010 1,439				85,749
Invoices owed to us 5,010 1,439	<u> </u>			3,936
				1,439
	Donation invoices owed		_	_