

Who should attend

Trade unionists, employment lawyers working in support of trade unions, and academics and students with an interest in industrial relations and labour law.

CPD accreditation

All IER seminars and conferences attract credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme. Delegates requiring CPD points may be charged an additional administration fee of £10 to cover our costs.

Additional information

Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

Costs

	Full Price	Early Bird Discount With upfront payment by cheque or online
IER Subscribers	£80 per delegate	£75 per delegate
Trade Unions	£100 per delegate	£90 per delegate
Commercial	£240 per delegate	£220 per delegate

Reduced prices can be negotiated for block bookings. Please telephone the office for further information 0151 207 5265.

How to get there

Train: Lime Street Station for British Rail and Merseyrail.

Bookings: 3 easy ways to pay

1. Website: go to www.ier.org.uk/events and look for this conference. To get your earlybird discount pay online using paypal.
2. Post: to get your early bird discount send a cheque with your booking form. Cheques are payable to IER, post to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG
3. Email: office@ier.org.uk to make your booking.

Booking form

Please reserve ___ places at the Liverpool Racism at work Conference at £ ___ each

Name

Address

Email

Organisation

Please invoice me/I enclose a cheque for £

Return completed form to IER, 4th Floor, Jack Jones House, 1 Islington, Liverpool, L3 8EG, tel: 0151 207 5265, fax: 0151 207 5264, or email office@ier.org.uk

Racism at work

A one-day conference
Thursday 8th March 2018
9:30am to 3:00pm
Unite the Union, NW Office,
1 Islington, Liverpool L3 8EG

Liverpool
#ierRacism



Organised by
The Institute of
Employment Rights

About the conference

Racism in the workplace sadly continues to be a daily issue for millions of people. Data from as recently as 2015 shows that nearly a third of employees have either witnessed or experienced racism at work, whether from managers, colleagues, customers or suppliers – a stark reminder of the need for robust protections in the law.

However, it is also clear that a great number of people affected by racism at work are unable to access justice. A 2017 analysis found that senior staff and employers are commonly indifferent to or actively complicit in racial abuse and discrimination, making it difficult for victims to speak out. Further, the increasing casualisation of labour acts as a barrier to access to justice, with people in precarious work, such as zero-hour contracts, hesitant to raise their voices for fear of dismissal.

Migrant workers, in particular, are known to be vulnerable to a wide range of abuses – including racism – due to the fact they are less likely to be organised into unions, more likely to be unaware of the rights they are entitled to, and more likely to be in precarious work. Exploitation is particularly rife in the unofficial economy, with many of those who take cash-in-hand jobs to make ends meet finding themselves tied to employers who then use their dependence against them.

Since the UK voted to leave the EU in 2016, there have been concerning signs that the problem is worsening. Charities and migrant worker organisations last year reported that employers were using the uncertainty over EU workers' right to stay to abuse the migrants on their staff.

At this one-day conference, our panel of lawyers, academics and campaigners will analyse the situation as it stands today, identify weaknesses in the legal system, propose reforms to the law, and discuss how unions can play a part in protecting workers from racism.

Programme

9:30	Registration
9:50	Welcome from the chair <i>James Harrison, IER</i>
10:00	Racism at work and organising migrant workers: a PCS perspective <i>Shavanah Taj, PCS</i>
10:30	TBC TBC
11:00	Questions and discussion
11:15	Break
11:30	Racism: recognising and responding <i>Wanda Wyporska, The Equality Trust</i>
12:00	Challenging hierarchies, building solidarity: migrant workers and precarious contracts <i>Owen Espley, War on Want</i>
12:30	Questions and discussion
12:45	Lunch
1:45	A track record of a Conservative ministry of labour: undocumented migrants and sanctions <i>Prof. Sonia McKay</i>
2:15	Race pay disparity and how to tackle it <i>Jo Seery, Thompsons Solicitors</i>
2:45	Questions and discussion
3:00	Close