

annual report

2016

OFFICERS

President:

Professor Keith Ewing

Chairperson:

John Hendy QC

Treasurer:

Geoffrey D Shears

Director:

Carolyn Jones

INTRODUCTION

As with many labour movement organisations, last year was difficult for IER.

On the political front, we began the year facing a newly elected Conservative Government, swiftly followed by the introduction of a vicious and unnecessary Trade Union Bill.

Internally, though we secured a financial surplus in 2015, we lost a number of our core staff – a situation that inevitably had a negative impact on our work.

However, as ever IER responded to the challenge. Our unique network of experts pulled together to ensure IER played a full part in resisting government attempts to weaken trade unions and silence opposition. We prepared Briefing Notes for MPs and responses to consultation papers. Both John and Keith gave written and oral evidence to various Select Committees on the implications of the proposals in the Bill. We were instrumental in organising public rallies and of course we published booklets and videos on the likely impact of the Bill and how best to resist.

We begin this next year with a determination to assist the labour movement in its battle to resist the Trade Union Act. The political landscape has changed. The election of Jeremy Corbyn and the enthusiasm he brought to the political landscape was heart-warming and inspiring.

Our aim is to continue the narrative that another world is possible and do all we can to inform the debate on the future of labour law.

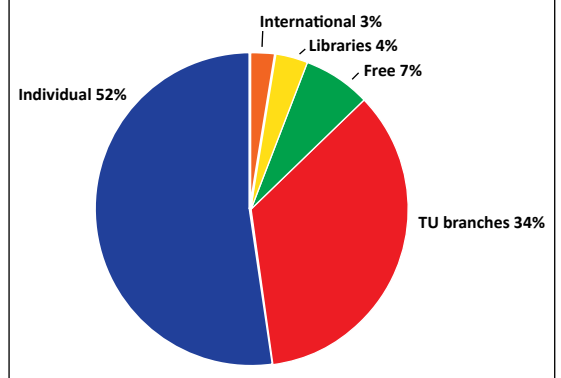
ADMINISTRATION

Last year we discussed consolidating our team and returning to three full time members of staff. We are pleased to say we have now achieved that goal.

In April 2015 James Harrison was appointed as full time National Coordinator, responsible for admin, finances and events. In January 2016 we appointed Sarah Glenister as our full time National Development Officer, tasked with promoting our ideas via news stories on our website and other social media platforms.

In the interim, Beth McNally continued to work two days a week on events until December 2015.

Subscriber Numbers



MEMBERS AND SUBSCRIBERS

Our membership figure currently stands at 79, of which 40 are trade union representatives.

We have a total of 451 subscribers on our database. Of those 232 are individuals, 153 are trade union branches, 20 are commercial libraries, 13 are international and 33 are free subscriptions gifted to our speakers.

Reduced rate subscriptions (mainly students paying £25) now stand at 50. This is a substantial drop in the total number of subscribers reported last year (652) but is, we believe, a better reflection of reality.

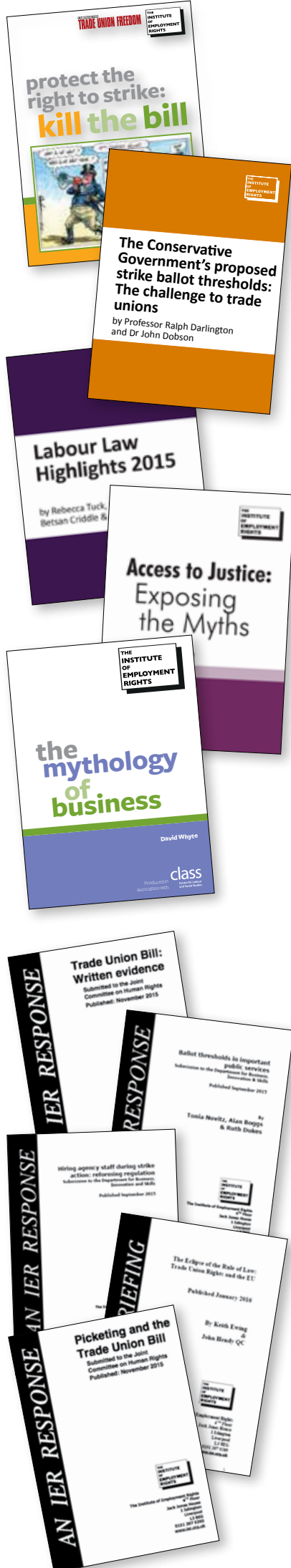
Our National Coordinator has spent a degree of time cleansing our databases and our SAGE finance system to ensure more accurate reporting. The fact that income from subscriptions has increased rather than decreased reinforces our suspicion but also reflects more systematic chasing of subscription renewals.

Our electronic subscription list continues to attract readers. We now have a total of 5,563 people signed up to receive our e-alerts.

Our online payment facilities are also used to book seminars, buy books, join IER and renew subscriptions. We took payment of over £10,000 on line, attracted 40 new subscriptions, while 53 existing subscriptions were renewed using PayPal. Online sales were however disappointing last year – something we hope to improve on in the year ahead.

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**THE
INSTITUTE
OF
EMPLOYMENT
RIGHTS**



NEW: IER You Tube clip on Trade Union Bill



PUBLICATIONS

Last year we produced 5 of our promised 6 publications, one in association with CLASS and one with the financial support of the University of Salford. The first, **The mythology of business** by David Whyte, exposed ten of the many myths surrounding business, including the trickle down effect and health and safety gone mad. To accompany each myth we inserted a quote from a General Secretary indicating how the myth impacts on their members. Promotion of the publication is due to continue with the production of a short video of the author discussing each myth.

The Conservative Government's proposed strike ballot thresholds: the challenge to trade unions by Ralph Darlington and John Dobson was the first of two publications aimed at informing the debate around the Trade Union Bill. The second, **Protect the right to strike: kill the bill** by Keith Ewing and John Hendy was published in association with the Campaign for Trade Union Freedom (CTUF) and, as expected, was a particularly good seller with over 8,000 copies circulated across the labour movement.

Labour Law Highlights 2015 by Rebecca Tuck, Stuart Brittenden, Betsan Criddle and Claire Bowsher-Murray from Old Square Chambers presented our annual round-up of statutory and judicial developments. Our final publication **Access to Justice: Exposing the myths** by Andrew Moretta followed our popular mythbuster style, focusing this time on Employment Tribunals and the myths surrounding employment rights, vexatious claims and over-compensated workers.

PUBLICATIONS PLANNED FOR 2016/17

- Trade Union Act by Keith Ewing and John Hendy
- Manifesto for the future of Labour Law by Keith Ewing and John Hendy
- Comparative Note: Spain's gagging laws. Lessons for the UK by Fatima Aguado Quiepo and Jesus Gallego
- Employment Tribunals: Planning for the future by Michael Ford
- Labour Law Highlights by Old Square Chambers
- Collective Bargaining in Europe by Aristeia Koukiadaki and colleagues
- Health and Safety: Progressive policy proposals by Phil James and Dave Walters

IER are also in discussion with Pluto Journals about producing an International Labour Law

Journal for distribution to universities and libraries across the world, using a selection of our annual publications.

COMMISSIONS, PROJECTS AND PUBLIC POLICY WORK

Last year our work focused mainly on the government's proposals for a trade union bill and the accompanying consultations. As ever, our network of experts gave generously of their time. John Hendy and Keith Ewing drafted submissions to the Joint Committee on Human Rights on the Trade Union Bill and the restrictions on picketing. Keith and John also prepared an excellent briefing on the legality of the Bill when measured against international standards and the eclipse of the rule of law throughout the EU. IER also responded to the consultation on hiring agency workers during disputes and Tonia Novitz, Alan Bogg and Ruth Dukes kindly prepared a response to the balloting consultation.

Working with CLASS, the Trade Union Coordinating Group, People's Assembly and the Campaign for Trade Union Freedom, IER organised two very successful rallies on the Trade Union Bill; the first just 2 weeks after the Bill was announced. The second when the Bill went to the Lords.

IER has also been in discussion with the Labour Party about developing ideas on the future of labour law. IER's excellent network of experts have assisted in drafting a Manifesto for Labour Law highlighting the kind of laws we think are required to ensure trade unions and their members are once again at the heart of policies aimed at rebooting the UK economy.

CONFERENCES AND EVENTS

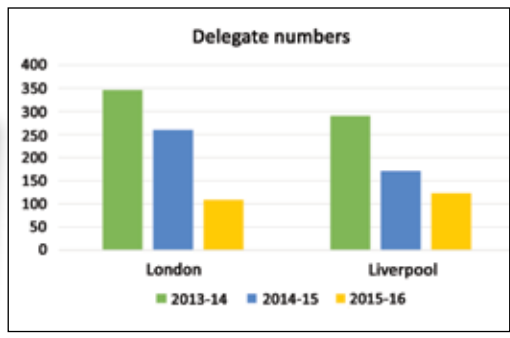
In 2015-2016 the Institute hosted 8 different events, 5 in London and 3 in Liverpool. We decided to keep the numbers low whilst we troubleshoot decreasing attendances, as noticed in previous years.

A total of 232 delegates attended our events last year, down 199 on figures reported for 2014-15. This follows a concerning downward trend, reflected in a 64% drop in income. Moving forward we plan to re-evaluate our events via a questionnaire to past attendees and current subscribers to see how we can adjust our service to attract more delegates.

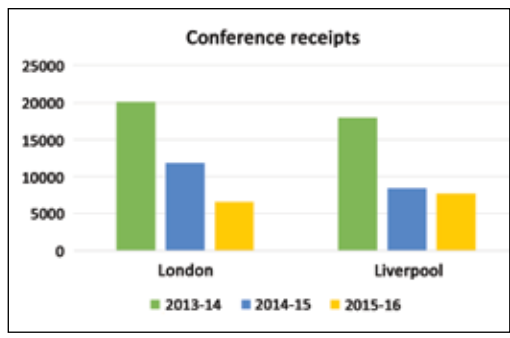
As with many other educational providers, we are also looking at alternative methods of delivery, with a combination of face to face, online and partnership approaches to disseminating our ideas.



London



Total seminar receipts last year were down to only £14,395, with a 9% drop in Liverpool income and a 45% drop in London events.



Our employment law conference was again our best attended, with a 35% increase at our London event and a 31% increase at our Liverpool event.

We held 2 events on the EU referendum but despite the topical nature of the issue and the excellent platform of speakers from both sides of the debate, attendance was far lower than expected, particularly in London.

Next year the Institute aims to hold 6 events in London and 5 events in Liverpool. We are also looking at delivering some free events early evening or at weekends in an attempt to attract the kind of numbers we saw at our two evening rallies on the Trade Union Bill. Such events will focus on the Trade Union Act and on our forthcoming Manifesto for Labour Law.

EVENTS FOR 2016-2017

London

- Human Rights vs. Bill of Rights: What's in it for workers?
- Public Sector Cuts, Privatisation and Employment Rights.
- Health and safety update.
- Employment Law update.
- Access to Justice.
- Labour Migration – Ask the experts.

Liverpool

- Human Rights vs. Bill of Rights: What's in it for workers?
- Public Sector Cuts, Privatisation and Employment Rights.
- Health and safety update.
- Employment Law update.
- Access to Justice.

Liverpool



Rallies and meetings



IT & COMMUNICATIONS REPORT

Website engagement improved in 2015-16, with the average duration of browsing sessions increasing by 9%, the number of pages visited by individual users rising by 5%, and the proportion of users leaving after viewing just one page dropping by 4%. While there was a modest decrease in website traffic of 11%, early data indicates that the recruitment of a Development Officer in January 2016 has begun to reverse this trend, with a 23% year-on-year jump in website sessions in the first month of their employment.

Blogs and news continued to be the main drivers of traffic to the website, and particular success has been noted with news updates that provide more detailed coverage of employment and trade union matters than the mainstream press. In 2016-17, we will continue to provide specialist news and analysis, with particular focus on encouraging users to click through to our publications and events from these pages.

Last year, we committed to further strengthening our influence on Twitter, and have achieved this goal, with a 78.7% increase in profile views, a 45% rise in the number of times our tweets appeared in users' browsers, and a 38% jump in followers from 787 to 1,086. Facebook engagement has also seen a large upswing, with a 34% increase in followers from 415 to 557. The recruitment of the Development Officer has had a dramatic impact on Facebook utilisation, with Q1 data showing a year-on-year rise of 127% in the number of times users engaged with our posts, 267% in the number of users our content reached, and 269% in the number of times our content appeared on users' browsers.

The News Brief underwent a redesign in January 2016 and has been well received. In 2016-17, we will improve the accessibility of IER materials through the modernisation of our website and the further creation of digital resources, including videos and webinars.

Our videos continue to be popular with collective bargaining (featuring John Hendy and Keith Ewing) viewed nearly 3,000 times in one year and our new video of John and Keith on the Trade Union Bill watched over 2,000 in just 7 months.

CONCLUSION

We know the Tories would like to silence opposition to their policies of austerity. Cuts to legal aid and law centres; the imposition of Employment Tribunal fees; and attacks on the facility time and collective rights of trade unions are all policies aimed at systematically closing down access to justice. We cannot allow our complaints to go unheard or our alternatives to be ignored. To that end IER will continue to assist in raising the voice and the demands of trade unions and their members.

Carolyn Jones, Director
cad@ier.org.uk

IER Officers & EC

OFFICERS

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Chairperson:
John Hendy QC

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Geoffrey D Shears

Director:
Carolyn Jones

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Binder Bansel
Pattinson & Brewer

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IER Budget Report 2015-16

Year to 31st March 2016

£s	Budget 2015-16	Actual 2015/16	Actual 2014/15
INCOME			
Sales of Publications	10,000	12,800	8,528
Donations	45,000	52,147	46,335
Subscriptions	25,000	27,548	25,342
Sponsorship	2,000	4,850	2,050
Seminar Receipts	33,000	15,675	33,854
Royalties	500	422	420
Commissioned Work	5,000	3,500	4,000
Project Development	10,000	3,000	3,250
Bank Interest	20	38	38
Advertising	1,000	360	0
TOTAL INCOME	131,520	120,364	123,818
EXPENDITURE			
Printing: Promotional (inc design+C&E Packs)	8,000	6,027	7,912
Printing: Publications	7,000	5,588	5,020
Design Work		0	0
Salaries	92,477	85,759	68,088
Rent	4,500	3,339	4,859
Sundries	1,000	1,628	3,047
Advertising	500	42	900
Insurance	1,000	724	1,092
C&E Room Hire (inc. Refrshts & TUC)	5,000	3,974	6,763
Professional Fees	1,200	5,022	2,246
C&E Hotels	150	73	0
C&E Fares	150	33	0
Travel	2,000	3,280	2,853
Telephones	1,000	1,556	1,414
Office Stationery	1,000	1,083	1,068
Postage: Couriers	1,000	805	750
Postage: Mailing	5,000	3,334	5,481
Repairs & maintenance	250	0	0
IT Development	1,500	1,821	1,499
Bank Charges	1,300	1,205	1,239
Moving Costs	0	0	0
TOTAL EXPENDITURE	134,027	125,294	114,231
Surplus/deficit	-2,507	-4,930	9,587
Money in bank:	33,204	13,700	20,554
Bills to be paid	0	0	
Invoices owed to us		2,005	