2007 an overview

The year as a whole had both positive and negative aspects for the Labour Research Department.

The most encouraging development was the fact that sales of LRD booklets were much higher in 2007 than a year earlier; our most popular booklet, Law at work, sold 43% more copies than in 2006. The range of issues covered by Payline, our online pay and conditions service, was extended significantly over the year, while the number of union members able to access the service remained stable at some 77% of TUC affiliates.

In the area of commissioned research, we were pleased to have completed both the biennial equality audit for the TUC and a major piece of research on attacks on firefighters for the Fire Brigades Union. We also produced a successful guide to workers’ rights in Polish.

However, it is disappointing that we have not been able to reverse the decline in sales of our regular publications, as union branch mergers and tighter union finances have continued to have an impact.

Financially, 2007 marked a clear improvement on the year before, although our margins are narrow. The £10,682 surplus recorded for the year before, although our margins are narrow. The £10,682 surplus recorded for the year before, but within three months it was chronicling his wooing of big business rather than unions.

The magazine also reported on major developments in the labour movement during 2007, examining the likely impacts of the new “super-union” Unite and the growth in union membership among professional workers. Unions’ efforts to organise migrant workers and sex workers were documented, along with their use of “social networking” websites and their campaigns on issues such as legal rights for workplace environmental reps.

Other topical issues covered in Labour Research included private equity companies, the “McJob”, academy schools, NHS targets, the bicentenary of the slave trade’s abolition (highlighting workers’ often neglected role in achieving reform), the liberalisation of postal services across Europe and the launch of the Equality and Human Rights Commission. As in 2006, the magazine’s survey of top company directors’ pensions attracted widespread media attention, and there were exclusive interviews with European Trade Union Confederation general secretary John Monks and Baroness Margaret Prosser, chair of the Women and Work Commission.

Labour Research maintained its global outlook over the year, with in-depth reports on union activity in Mexico, Iran, Zimbabwe and Colombia as well as the French presidential election. It investigated co-operative strategies between unions across national boundaries in response to globalisation, and examined how international labour solidarity proved crucial during a 1990s labour dispute in Australia.

Circulation at the end of the year stood at 1,627, 6% lower than in December 2006.

Safety Rep

LRD’s monthly publication bringing together health and safety information from Labour Research and Workplace Report continued its extensive coverage of the new Corporate Manslaughter and Corporate Homicide Bill in 2007, as well as highlighting key issues such as occupational cancer. It also included more reports from workplace reps, and looked at a range of issues including construction safety, hazardous chemicals, migrant workers’ safety and the environment.

Circulation at the end of the year stood at 2,769, 4.5% lower than in December 2006.

Fact Service

Providing a mix of official statistics and union-oriented news, our weekly bulletin kept its subscribers informed in 2007 about issues ranging from directors’ pay and welfare reform to political donations and foreign investment.

Circulation at the end of the year stood at 923, 8.7% lower than in December 2006. However, the number of subscribers opting to receive Fact Service by email increased to 233

Labour Research

In a year of change in British politics, LRD’s flagship magazine examined the Labour Party’s commitment to trade unions in June when it quizzed all six of the party’s deputy leadership candidates on a range of key issues. In July, Labour Research marked the start of Gordon Brown’s tenure as prime minister by assessing union expectations of his premiership — but within three months it was chronicling his wooing of big business rather than unions.

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Circulation at the end of the year stood at 4,661, 4% lower than in December 2006. However, revenue from advertising sales in Labour Research was 16% higher than in the previous year. Closer contacts with trade union service providers and other organisations should result in further growth in 2008.

Workplace Report

As ever, surveys of LRD’s network of workplace contacts provided the backbone this year for a number of features in Workplace Report, our magazine for union workplace reps. These offered a unique insight into the policies and practices adopted in unionised workplaces nationwide, revealing how reps have engaged with employers on environmental measures, asbestos management, monitoring and surveillance, first-aid provision, retirement arrangements and subsistence allowances.

Other features offered reps advice on making the most of new employment-related laws, from the Disability Discrimination Act 2005 to anti-smoking regulations. Workplace Report also highlighted failings in regulations that implement the Work and Families Act 2006, explaining how reps should negotiate improvements to new statutory rights for working carers and new parents. It examined whether recent legislation designed to prevent workplace discrimination — the Employment Equality (Religion or Belief) Regulations 2003 and the Gender Recognition Act 2004 — have had their intended effect.

Alongside these have been the magazine’s regular round-ups of pay trends across Europe, London weighting, shift premia and health and safety law. The key trends of the 2006/07 pay round were picked over in the October issue, which was published with Workplace Report’s annual supplement detailing more than 700 pay settlements recorded on LRD’s Payline database over the previous 12 months.

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We are sad to report the death on 8 May 2007 of Popatlal Jariwala, who served on the LRD executive committee from 1978 to 2001 and on our finance and general purposes committee from 1982 to 2000. As a member of both committees, Popatlal could always be relied upon to provide sound and wise advice, drawn from his union, political, professional and personal experience. He was able to comment knowledgeably on LRD’s accounts and budgets, and to give his assessment of how a particular booklet or article would be received. His time on the executive coincided with a number of major LRD initiatives, including the launches of Payline and Bargaining Report (the forerunner of Workplace Report) and the redevelopment of the basement in LRD’s premises. His thoughtful contributions to the debates on these issues, as well as on day-to-day concerns, always helped us to find a way forward.

Popatlal was an advisory senior lecturer for multi-ethnic education in further, higher and community education to the Inner London Education Authority. In 1964 he joined both the Labour Party and NATFHE (now part of UCU); his activities in the union included spells as chair of the outer London regional council and membership secretary of the inner London region. He also served on the NATFHE international relations panel.

(25%) by the end of the year. They receive the bulletin in text or PDF format, enabling them to cut and paste articles of interest into their branch newsletters and other documents.

**Booklets**

Our booklets programme remained topical in 2007 — an updated version of Asbestos at work was published in February to tie in with new asbestos management regulations, and April’s Carers in the workplace coincided with the introduction of the right for working carers to request flexible working arrangements. The Environment and climate change booklet in June was well received at a TUC conference, winning praise from speakers including deputy general secretary Frances O’Grady.

Four of the year’s 11 booklets — Case law at work, State benefits, Law at work and Health and safety law — were the latest editions of annual publications. Others covered sickness absence and sick pay, violence at work, unfair dismissal and young workers.

Our customised service continues to be popular, with several unions — including Community and UCU as well as regular purchasers PCS, the FBU, the GMB, the RMT, the T&G and Amicus — buying editions of LRD booklets branded with their own logos,.forever. A number of advance orders for customised 2008 booklets had been confirmed by the end of the year. A total of 93,640 booklets were sold in 2007, an encouraging increase of 2.5% on the previous year’s sales. The figures for Law at work 2007 were particularly encouraging, showing a 43% increase on the 2006 edition. Approximately one-eighth of our total booklet sales were of booklets that had been published in previous years, indicating that many of our booklets remain relevant over a long period.

**Commissioned research**

In 2007 LRD carried out the TUC’s Equality Audit — a comprehensive survey of unions’ structures, polices and services in relation to equality — for the third time in succession. We were particularly pleased with the high level of response: replies were received from 55 of the TUC’s 63 affiliated unions, representing 99.7% of all TUC-affiliated union members. The audit revealed significant improvements in the statistics that unions collect — 56% of them (double the percentage in 2003) now collect gender data on stewards and reps. It also found that, while 38% of unions now have targeted recruitment campaigns aimed at migrant workers, only 29% have similar activities targeting young workers; and that black members are now more likely to have reserved seats on their union’s national executive committees (or equivalent bodies) than any other group, including women.

LRD also carried out another equality audit in 2007, this time of the TUC’s learning organisation Unionlearn.

One of the year’s major pieces of work was a study for the FBU into attacks on firefighters, looking both at their incidence and at policies to prevent them and minimise their impact. The results will be published in 2008. Like a number of research projects undertaken over the year, this was supported by the Freedom of Information Act (FOI) to obtain material from individual fire and rescue services, and it is clear that the FOI has become an important tool in looking at the public sector. For example, we used a series of FOI requests in work for UCU on conditions in universities.

Other work carried out for national unions included a survey of pay arrangements in the finance sector for Unite, work on repetitive strain injury for the Chartered Society of Physiotherapists, a study of on-call time for the CYWU, the production of health and safety material for Community, and a survey of organising arrangements for the NUT.

Outside the UK, we provided the European Trade Union Institute with the bulk of the information it now displays on its web pages concerning national industrial relations in the 27 EU member states; the sections covering unions, collective bargaining and workplace, board-level and European-level representation were written by LRD. Similar material was produced in tabular form for the union-linked Hans Böckler Foundation in Germany, with which we also worked on the annual English edition of its magazine Mitbestimmung. In addition, LRD evaluated the UK implementation of two European directives for Labour Asociados in Spain, and worked with them on a guide to employee representation in Europe.

**Research publications**

We produced four one-off publications in 2007 which do not form part of our normal range: Union futures, produced with the TUC and the Union Ideas Network, which contained three essays looking at ways of reinvigorating the trade union movement; a Labour Research special edition on organising for the TUC, which combined existing Labour Research articles with specially written material; School remodelling — the impact on support staff, a report produced for UNISON; and Prawo w pracy — twoje uprawnieńia, a Polish-language guide to key rights at work. Producing material in a language other than English is a new development for LRD, and we were pleased that this publication — which sold more than 5,000 copies — was so successful.

**Payline**

The user base for Payline, LRD’s online pay and conditions database, broadened further in 2007 — as did the depth and range of information available through it. Following the creation of UCU through the merger of the AUT and NATFHE, Payline is now accessible to the latter’s membership; unions that subscribe to the database now have a combined membership of over five million. Prospect and Unite’s finance sector were among the unions that promoted Payline to their activists and members over the year.

Information on Payline forms the basis of many Labour Research and Workplace Report features on pay and conditions of service, and is used by organisations including the Bank of England. Subscribers can now obtain details of bullying and harassment policies, career breaks, overtime and sickness absence. Even greater depth of information has been achieved in certain sectors (such as the fire service and higher education) now that we can make requests from public-sector employers under the Freedom of Information Act. And Payline’s content is more usable than ever, thanks to a new facility which allows users to download data to spreadsheets for further analysis.

**Enquiry service**

The enquiry service is exclusively available to affiliates and individual members. The last majority of enquiries concerned pay and conditions, employment law and health and safety. Demand from affiliates for company accounts remained at a low level. We continued to promote the Payline database as a source of information on pay and conditions, as it is available to members of most of the larger unions. Email has become one of the more popular methods of making enquiries.

**Website and electronic services**

A major redesign of the publications area of the LRD website took place in 2007, and was nearing completion by the end of the year. Subscribers to Publications Online (which provides online access to material published in Labour Research, Workplace Report and LRD booklets dating back more than a decade) will find that the layout of text has been improved, and the search facility’s accuracy increased. Purchasers of publications will be able to take advantages of discounts that were not previously available online. The redesigned site
should go live by the end of February 2008, and it is hoped that this will enable us to increase the numbers of Publications Online subscribers.

A trial was carried out on a new website, Law Online, during the summer. The response was encouraging, and we anticipate launching the service towards the end of 2008 once sufficient content has been added to the site.

Promotion

Much of LRD’s promotional work in 2007 was aimed at union branches, which were offered customised package deals as well as bulk subscriptions of Workplace Report and booklets for their reps. Additionally, arrangements were set up at regional and national level to insert LRD material into unions’ branch mailings.

Three booklet package deals were promoted through mailings: the dispute resolution package, comprising the Disciplinary and grievance procedures and Employment tribunals booklets; the health and safety package, consisting of Health and safety law and Tackling violence at work; and the employment law package of Law at work and Case law at work. These mailings also proved effective in converting single-copy purchasers into annual booklet subscribers.

Quarterly mailings to lapsed subscribers brought in a number of new subscriptions, and allowed us to “clean” our database by providing the reasons for lapses.

Offers of free sample copies of Labour Research and Workplace Report to users of the TUC’s UnionReps web portal and LRD’s own website provided 900 new contacts for our publication mailing lists.

In June, LRD promoted its services at the UNISON conference, gaining 39 new booklet subscriptions and 25 new affiliations. The year also saw an LRD presence in the first term of courses run by the Workers’ Educational Association; as well as selling many publication subscriptions and individual booklets, we were able to reach a new group of trade unionists.

Individual subscribers and affiliates were given the option of paying by quarterly direct debit for the first time in 2007, enabling them given the option of paying by quarterly direct debit for the first time in 2007, enabling them

Executive committee

In 2007 Glen Ensink and Brian Garvey stood down from the executive committee, while Julian Chapman, Ian Griffiths, David Powell and Teresa Tatham joined the committee.

Finance

LRD recorded a surplus of £10,682 in 2007— a clear improvement on the 2006 surplus of £558, but still a narrow margin on a turnover that has now reached just over £1 million.

The improved results can be attributed to an increase in sales, which rose by 3.8% while our expenditure only went up by 2.6%. Almost all the major headings on the income side showed an increase, with sales of publications (the biggest contributor) rising by 9.2% to £592,167, and affiliation fees (the second largest) by 2.7% to £193,354. Income from LRD Payline rose by 9.5% to £95,248.

The one exception was the published research, where income— at £117,077— was down on the £150,548 recorded in 2006.

As in previous years, LRD booklets provided the greatest sales among our publications, with income up by 5.9%. It is also encouraging that income from Labour Research sales was higher than in 2006, while income from one-off research publications— such as the Polish-language employment rights guide— almost quadrupled, going to £20,571.

The costs of salaries, national insurance and pension costs— the largest element of LRD’s expenditure— were virtually unchanged at £681,348, with the annual pay increase being offset by the loss of a part-time member of staff. Apart from increased printing and distribution costs, largely a result of higher sales, most of the individual items were lower in 2007 than in 2006. One new area of expenditure was £150,548 was spent on web and network development, primarily on the LRD Publications site— we see this as a necessary investment for growth in this area. Capital expenditure, in terms of new equipment and machinery, was lower in 2007 at only £2,382.

We are very grateful to Alan Sapper, a former member and vice-chair of our executive committee, who left LRD £3,000 in his will. This is reflected in the figure for donations.

Executive committee 2007/08

Chair Helen Donoghue
Hon Treasurer Howard Marchant
Vice-Chair Dave Gott
Members David Ayton, Steve Pomeroy, Richard Asquith, Phil Hanks, Roger Jeary, Gary Jones, Steve Lewis, Mary Nichols, Simon Parry, Teresa Tatham * co-opted
Labour Research Department and L.R.D. Publications Ltd

Combined Balance Sheet as at 31 December 2007

Fixed assets
Freehold Property, 78 Blackfriars Road, SE1.
Land at cost
Buildings at written down value
Office equipment at written down value

Current assets
Stock of publications and work in progress (note 4)
Sundry debtors and prepayments
Cash on deposit at bank
Cash at bank
Cash in hand

Less Current liabilities
Corporation tax payable (note 6)
Monies received in advance
Eva Reckitt beneficiaries
Sundry creditors and expenses accrued

Net Current assets
Net Current liabilities

Financed by:
General Fund
Balance as at 1 January 2007
Surplus for year
Balance as at 31 December 2007

Development Fund
Balance as at 1 January 2007
Donations received in year
Expenditure in year
Balance as at 31 December 2007

Premises fund
Balance as at 31 December 2007

Combined Revenue Account for the year ended 31 December 2007

Income
Sales of publications (note 1)
Affiliation fees (note 3)
Commissioned research
LRD Payline
Donations
Royalties
Bank interest received

Expenditure
Printing and distribution of publications (note 2)
Commissioned research costs
Salaries, national insurance and pension costs
Rates, lighting, heating, cleaning and insurance
Printing and stationery
Postage and telephone
Reference books, reports and binding
Research and travel
Advertising and promotion expenses
Audit and accountancy
Bank Charges
Conferences
Support and maintenance of IT equipment
Web development and network
Decorations and repairs to premises
Miscellaneous expenses
Staff training
Depreciation (note 5b)

Surplus before taxation
Taxation (note 6)
Surplus carried forward

Notes to the accounts

1. Sales of publications
Labour Research
Advertising
Fact Service
Workplace Report
LRD Booklets
Research publications
Safety Rep

2. Printing and distribution of publications
Labour Research
Fact Service
Workplace Report
LRD Booklets
Research publications
Safety Rep

3. Affiliation fees
National trade unions
Trade union districts
Trade union branches

4. Stock of publications

5. Accounting policies
(a) Basis of accounts

(b) Depreciation:
Freehold property
An apportionment has been made between the cost of land and building.
Depreciation is provided on the freehold building in order to write this asset off over its estimated useful life of 100 years from the date of purchase in 1964. No depreciation is provided on freehold land.

Office equipment
The basis for depreciation is 20% per annum on cost.

6. Taxation
Taxation has been provided on interest received at 19% (2006 0%) to give a charge for the year of £1,245. An under provision of £753 arose in 2006.

Independent auditors' statement
We have audited the financial statements, prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), of both the Labour Research Department and L.R.D. Publications Ltd., for the year ended 31 December 2007, in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). We issued unqualified audit reports on those financial statements on 26 February 2008.

The financial information on this page has been prepared, for illustrative purposes only, to provide a Balance Sheet, Revenue Account and related notes for the combined entities.

We have examined the combined financial information and have carried out the procedures we consider necessary to confirm, by reference to the audited financial statements, that the combined financial information has been properly prepared.

Opinion
In our opinion the combined financial information has been properly prepared.

Hard Dowdy
a trading style of:
Chartered Accountants
Registered Auditor
LONDON

28 February 2008