



## Annual Report 2009/2010

August 2009 to July 2010

The Employment Research Institute (ERI) carries out independent, rigorous, interdisciplinary research that contributes to the better understanding of employment related issues for the benefit of funders, the academic community and society and the progress of useful knowledge. The main broad areas of our work include employment, economic development and equalities issues.

During the financial year from August 2009 to July 2010 we have undertaken a range of projects partly reflecting the changing economy, including work on skills for jobs, employability, well-being, equalities, redundancy support, partnerships and the effects of the recession on different groups.

During the year we carried out work with international colleagues e.g. in the USA, China, Australia, New Zealand, Bangladesh and across Europe.

Additionally we hosted the Fourth International Seminar on Regional

Innovation Policies, with the plenary speeches presented by Professors Phil Cooke, Björn Asheim and Ron Boschma. This brought together a mix of academics and practitioners from fifteen countries.

Our active collaborations with departments across the University and beyond remains strong and active. This illustrates our emphasis on the interdisciplinary and international nature of our work, which is embedded in the strong specialist skills of the ERI team.

We would like to acknowledge the contribution of all the bodies who funded ERI projects in 2009/2010. For further information about our activities please contact me or the ERI team on [eri@napier.ac.uk](mailto:eri@napier.ac.uk) or visit our website [www.napier.ac.uk/eri](http://www.napier.ac.uk/eri).

**Professor Ron McQuaid**  
**Director**  
**Employment Research Institute**

## ERI Projects 2009/2010

We would like to express our gratitude to our partners for their productive cooperation and to the interviewees, survey respondents and other participants who made our research possible. The ERI projects are listed under the following broad areas of research:

- Employment and employability
- Regional and local economic development, entrepreneurship and transport & employment;
- Equal opportunities.

## EMPLOYMENT & EMPLOYABILITY



### EVALUATION OF THE NORTH EAST'S REGIONAL EMPLOYABILITY FRAMEWORK



**Funding:** One North East  
**Duration:** December 2008 – April 2010

**Research Team:** Prof Ron McQuaid;  
Dr Colin Lindsay; Dr Matthew Dutton

The English North East's Regional  
Employability Framework (REF)

provides an over-arching strategic focus for partnership-working on employability across the region. This research had been commissioned by One NorthEast RDA and partners to:

- review the extent and effectiveness of REF partnership working within the region, in terms of alignment, influence and membership and 'Strategic Added Value';
- identify the main challenges in strengthening partnership working and promoting greater shared ownership among local stakeholders.

The project has now been completed. The evaluation found that stakeholders in the North East have made substantial progress in building effective partnerships to help people back to work. Research with job seekers confirmed that many recognised and welcomed how different agencies had worked together to help them. However, the evaluation team also pointed to the need for continuing progress on joining-up funding and information-sharing.

The report is available at  
<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/EvaluationoftheNorthEast.aspx>





## THE CHANGING PUBLIC SERVICES LANDSCAPE IN SCOTLAND: OPPORTUNITIES AND CHALLENGES FOR THE THIRD SECTOR



**Funding:** Scottish Government  
**Duration:** September 2009-June 2012  
**Research Team:** Prof Ron McQuaid; Dr Colin Lindsay; Dr Matthew Dutton; Sue Bond  
in partnership with Professor Stephen Osborne of the University of Edinburgh

The ERI has been commissioned by the Scottish Government to conduct a major programme of longitudinal research on how third sector organisations contribute to the delivery of public services. The three-year study, being carried out in partnership with Edinburgh University, will track twenty major third sector organisations as they contribute to the delivery of employability and care services across Scotland. The ERI-Edinburgh University team will work closely with third sector organisations to ensure that the research identifies and disseminates examples of innovation and good practice.

Further information on:  
<http://www.thirdsectorproject.org/>



## SKILLS FOR JOBS IN THE NORTH EAST – AN EFFECTIVENESS STUDY



**Funding:** Skills Funding Agency  
**Duration:** January 2009 – May 2010  
**Research Team:** Dr Emma Hollywood; Gemma Blackledge

The Employment Research Institute has completed an evaluation of a major 'Skills for Jobs' employability programme in the North East of England for the Skills Funding Agency (formerly the Learning and Skills Council). The research revealed that it is critical to recognise individual and often complex needs of the unemployed people in order to assist them to get back to work. For more information, please read about it here:

<http://www.napier.ac.uk/randkt/rktcentre/eri/Pages/SkillsforjobsintheNorthEast.aspx>



## FUNDING EMPLOYABILITY SERVICES IN THE NORTH EAST: EXPLORING THE CASE FOR GREATER FLEXIBILITIES



**Funding:** One NorthEast  
**Duration:** January 2010-June 2010

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**Research Team:** Dr Colin Lindsay; Dr Matthew Dutton

The ERI was commissioned by One NorthEast to offer advice on the potential for developing more flexible funding models for employability services. The research involved interviews with key stakeholders and employers in the North East, along with a review of national and international practice in funding employability provision. A report was published in 2010.



## MAKING CAPABILITIES WORK "WORKABLE"



**Funding:** European Commission  
**Duration:** October 2009 - October 2012  
**Research Team:** Prof Ron McQuaid; Dr Colin Lindsay (in partnership with research institutes from nine other EU member states)

The project will scrutinise strategies to enhance the capabilities of young people to actively shape their personal and work lives in knowledge societies and cope with today's economic, cultural, demographic and technological challenges. Bridging quantitative and qualitative methods, WorkAble will assess the potential of innovative European strategies for dealing with local labour-market

demands and regional inequalities. Applying the Capabilities Approach as a common heuristic framework, ERI researchers will work with partners in 12 other institutes across the EU - Bielefeld University, Adam Mickiewicz University, University of Warsaw, Università degli Studi di Milano-Bicocca, University of Pavia, Céreq, Marseille/Bordeaux, Aarhus University, Working Life Research Centre, Vienna, University of Applied Sciences Western Switzerland, Lausanne, Umeå University, BBJ Brussels, University of Gothenburg

Further information: <http://workable.eu.org/>



## Partnership Action for Continuing Employment (PACE): Towards a Future Delivery Model



**Funding:** Scottish Executive  
**Duration:** May – August 2010  
**Research Team:** Professor Ronald McQuaid, Dr Matthew Dutton, Dr Valerie Egdell

This project was to provide information to help the development of a future delivery model for the Partnership Action for Continuing Employment (PACE).



The Scottish Government has instituted a review of the services offered by PACE to ensure that employees receive effective and co-ordinated support at a time of immense personal difficulty.

The ongoing report produced as an outcome of this project will be part of the Scottish Government review.



## Financial Capability - Evidence Review



**Funding:** Scottish Executive  
**Duration:** January – July 2010  
**Research Team:** Professor Ronald McQuaid, Dr Valerie Egdell

The project looked into the current evidence on financial capability as it relates to disadvantage in Scotland. It was commissioned in order to provide an evidence platform for stakeholders, with an interest in financial inclusion, to develop a more strategic approach in their support for financial capability.

The evidence presented indicates that in the UK, younger people, those on low incomes, those with children and those with poor levels of education, literacy and numeracy needs are most likely to have low levels of financial capability, whereas age and experience contributes to having

greater financial capability. The report fed into the Scottish Government's process to: develop a consistent policy on financial capability to guide the Scottish Government's own activity; and influence and support Community Planning Partnerships (CPPs) and local authorities to promote, integrate and coordinate financial capability work in their areas. This is set out at: <http://www.scotland.gov.uk/Topics/People/tackling-poverty/TacklingScottishPoverty/Financial-Capability>

More information about the project is on <http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/FinancialCapabilities.aspx>



## REGIONAL AND LOCAL ECONOMIC DEVELOPMENT AND TRANSPORT

### E-LUP STIMULATING LAND USE PROCESSES – AN INTERACTIVE E-TOOL FOR SUSTAINABLE IMPACT ASSESSMENT



**Funding:** European Commission,  
**Duration:** February 2006 to August 2009

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**Research Team:** Prof Ron McQuaid,  
Dr Ariel Bergmann

(EU wide & Russia consortium)

The overall objective was to develop material to improve the use of sustainable impact assessment in EU and Russia, especially in issues concerning land use such as forests, agricultural landscapes, water environments and built-up areas. Partners in this 6th framework EU STREP project were from Denmark, France, Finland, Latvia, Germany, Netherlands, Norway, Poland, Russia and Sweden. Chapters on issues concerning sustainable impact assessment were developed. The ERI developed a chapter on Social Impact Analysis.

<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/e-LUP.aspx>



## PROMOTING INVESTMENT AND INCREASING EMPLOYMENT AMONG THE ECONOMICALLY INACTIVE – A REVIEW OF BEST PRACTICE



**Funding:** Department of Enterprise, Trade and Investment, Northern Ireland

**Duration:** April 2009 – December 2010

**Research Team:** Prof Ron McQuaid,  
Dr Ariel Bergmann, Dr Jesus Canduela,  
Vanessa Fuertes, Valerie

Egdell and Anne Green of the Institute for Employment Research, University of Warwick.

This study considered strategies that link the promotion of foreign direct investment (FDI) and the employment of economically inactive groups in 10 relevant countries Australia; Belgium; Denmark; Finland; Germany; the Netherlands; New Zealand; Slovenia; Spain; USA plus Great Britain. The aim was to ascertain the transferability of some strategies to the Northern Ireland (NI) policy and labour market context.

Descriptions of good practice were developed, concerning in securing jobs growth in areas, sectors and occupations that provide accessible entry-level positions for economically inactive groups. It identified some of the 'critical success factors' common to effective strategies, particularly drawing out lessons for future policy.

In this study 'Investment' includes FDI and private investment that expands the 'export' capacity of the NI economy and 'economically inactive' people are those who are excluded or seriously at risk of exclusion from the labour market.

<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/ReviewofBestPractice.aspx>





## LABOUR DEMAND FORCASTING IN FOUR COUNTRIES



**Funding:** Goethe University,  
Frankfurt-am-Main, Germany and  
Ministry of Labour

**Duration:** January 2010 – August  
2010

**Research Team:** Prof Ron McQuaid,  
Dr Valerie Egdell

This study supported IWAK in identifying methods and usage of data on national labour demand in four countries - Canada, USA, New Zealand and Australia.

It considered issues such as: organisational structure, frameworks for data collection and analysis, methods and usage.

<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/LabourDemandin4Countries.aspx>



## WESTERN ISLES FERRY FARE MECHANISM



**Funding:** Oxera

**Duration:** January 2010

**Research Team:** Prof Ron McQuaid

This study provided information on updated ferry costs and characteristics

based upon the Institute's original Western Isles ferry study with Roy Pedersen Associates.



## NORTH SEA SUPPLY CONNECT



**Funding:** EU Interreg IVb initiative

**Duration:** October 2009 – September  
2012

**Research Team:** Dr Mike Pearson, Dr  
Ignazio Cabras, Prof Ron McQuaid

### **Description:**

North Sea Supply Connect aims to create better business opportunities for the many Small and Medium Sized businesses (SMEs) located in the North Sea region. The project focuses on the European supply markets and aims to set up supporting structures for SMEs to increase access to inter-regional supply markets in North Eastern Europe. The project's first endeavour is to set up virtual SME supply clusters that will help small and medium sized companies to navigate through the procurement processes of larger Original Equipment Manufacturers (OEMs) such as private companies and public authorities as well as institutions such as municipalities, hospitals and schools. The North Sea Supply Connect Project runs jointly with the Baltic Supply

project bringing together 29 partners from 12 countries. The role of Edinburgh Napier University Employment Research Institute is to research the key clusters of industries to improve trans-regional supply chain connectivity of SMEs and OEMs.  
[www.northseasupplyconnect.eu/index.php](http://www.northseasupplyconnect.eu/index.php)



## EQUALITY AND THE CHANGING NATURE OF WORK

### SCOTTISH TRADE UNIONS' APPROACHES TO EQUALITIES: FOLLOW UP TO MAPPING STUDY



**Funding:** Scottish Trade Union Council

**Duration:** July 2009-January 2010

**Research Team:** Sue Bond, Dr Emma Hollywood, Dr Colin Lindsay

This project examined the approaches taken to equalities issues by STUC-affiliated unions. It updated and built on a previous baseline study undertaken by the ERI for the STUC/One Workplace Equal Rights in 2005.

The research provided evidence that some trade unions have progressed to

a more developed equalities agenda since the 2005 report. The challenge for Scottish trade unions now is to maintain progress through the sharing of good practice to ensure all unions work towards a transformative agenda.  
<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/STUC.aspx>



### HOW CAN PARENTS ESCAPE FROM RECURRENT POVERTY?



JOSEPH ROWNTREE  
HOUSING TRUST

**Funding:** Joseph Rowntree Foundation

**Duration:** April 2008 to September 2009

**Research Team:** Prof Ron McQuaid, Vanesa Fuentès, Alec Richard

The project's specific aim was to increase understanding of the reasons for recurrent poverty among disadvantaged parents and why it remains a problem in the UK. The final report reviewed the state of policy, considering implications for policy at the UK level and in each of the devolved administrations. Through better understanding of the underlying issues behind recurrent poverty, government and social institutions can better provide support and help to disadvantaged parents, such as; low income households, lone parents, those living in deprived areas, those struggling with disability and/or ill health.





<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/ParentsEcsapeRecentPoverty.aspx>



## EMPLOYMENT INEQUALITIES IN AN ECONOMIC DOWNTURN



**Funding:** Equality Commission for Northern Ireland

**Duration:** January 2010 – October 2010

**Research Team:** Prof Ron McQuaid, Dr Emma Hollywood, Dr Jesus Canduela

### Description:

The ERI was commissioned by the Equality Commission for Northern Ireland to carry out research on the impact of the recession on the employment of the recession across equality grounds in NI.

The research has involved an examination of the key literature relating to the employment impacts of the recession in Northern Ireland (NI) and the rest of the UK; analysis of labour market statistics across equality grounds in NI (age, gender, disability, racial group, dependents, community background, sexual orientation and marital status); and interviews with key stakeholder organisations in NI.

The final report for this research will be available in September 2010.

<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/ChangingPublicServicesLandscape.aspx>



## ACTIVE AGEING: EMPLOYERS AND THE EMPLOYABILITY OF OLDER WORKERS – WHAT TO DO AND HOW IT'S DONE



**Funding:** EU - PROGRESS

**Duration:** May 2010 to December 2011

**Research Team:** Prof Ronald McQuaid, Dr Emma Hollywood, Vanesa Fuertes, Dr Valery Egdell

### Description:

This EU funded project is part of a social experiment to identify effective ways of employers employing and improving the productivity of older workers.

It is being carried out in partnership with the Edinburgh Chamber of Commerce and the City of Edinburgh Council. Other Scottish partners are in the advisory board (LARG).

It is anticipated that this research will investigate 'what works' and why, and (crucially) barriers to successful engagement from the employer's perspective. There is also potential to suggest good practice models for

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businesses to use when increasing access to work for hard to reach groups.

<http://www.napier.ac.uk/randkt/rktcentres/eri/projects/Pages/ActiveAgeing-EmployabilityofOlderWorkers.aspx>



## ERI MAIN SEMINARS

### October 2009

*Professor Ronald McQuaid,  
Employment Research Institute  
Director, Edinburgh Napier University*  
**"Issues in Partnership Working"**

### November 2009

*Annie Irvine, Research Fellow, Social  
Policy Research Unit, University of  
York*  
**"Mental health and employment: the  
experiences of Incapacity Benefit  
Recipients"**

*Dr John Welshman, Senior Lecturer,  
Department of History, Furness  
College, Lancaster University*  
**"The History of Dynamic  
Approaches to Poverty"**

### December 2009

*Sue Bond, Emma Hollywood  
(Employment Research Institute,  
Edinburgh Napier University)*  
**"Integration in the workplace:  
emerging employment practice on  
age, sexual orientation, and religion  
and belief"**

### January 2010

*Vanesa Fuertes, Prof Ron McQuaid,  
Alec Richard (Employment Research  
Institute, Edinburgh Napier University)*  
**"The low pay, no pay cycle and  
disadvantaged mothers"**

### February 2010

*Dr Darren Nixon (Sociology, Leeds  
Metropolitan University)*  
**"Yearning to labour: low-skilled  
men in the service economy"**

### March 2010

*Dr. Helen Jarvis (School of  
Geography, Politics and Sociology,  
University of Newcastle)*  
**"Housing for social reproduction:  
tracing the renaissance of shared  
and co-operative living space"**

### April 2010

*Dr Donald Houston (University of  
Dundee), Ryan Powell (CRESR,  
Sheffield Hallam University)*  
**"(Dis)incentives to work for  
incapacity claimants: health, risk  
and discourses of welfare  
dependency"**

### May 2010

*Dr. Wendy Loretto (The Business  
School, University of Edinburgh)*  
**"What to do with the 'dirty laundry'?  
A qualitative exploration of the  
employment support needs for  
carers"**

June 2010

Dr Valerie Egdell, Employment  
Research Institute, Edinburgh Napier  
University  
**"ERI Seminar: Managing Obligation  
and Responsibility Across the  
Changing Landscapes of Informal  
Dementia Care"**



## IV International Seminar on Regional Innovation Policies

The Seminar was hosted by the  
Employment Research Institute in  
Edinburgh on 15-16 October, 2009.

### Scientific Partners:

- University of Cantabria,  
Santander, Spain
- Lund University, Sweden
- University of Porto, Portugal
- Salzburg University, Austria



### Plenary Speakers:

- Prof Philip Cooke, Cardiff  
University, UK
- Prof Bjorn T. Asheim, University  
of Lund, Sweden
- Prof Ron Boschma, University of  
Utrecht, Holland

The aim of the Seminar was to  
promote collaboration between

researchers and professionals and  
facilitate the exchange of ideas, views,  
knowledge and expertise on the topics  
of regional innovation policies. The  
Seminar focused on regional  
innovation systems and cluster  
theories looking at environmental,  
financial and cultural issues in Europe  
and beyond.

Following the initiative led by the five  
institutions from Scotland, Spain,  
Austria, Portugal and Sweden, this  
fourth Seminar continued a fine  
tradition of first class international  
academic events and offered an  
opportunity to present and discuss  
research findings from a variety of  
regional backgrounds.

During the two days of the Seminar the  
participants discussed over 30  
contributions from more than 60  
authors and co-authors from 15  
countries all across Europe and  
beyond.

The main topics for discussion at the  
Seminar included:

- Regional innovation systems and  
policies
- Sport and cultural drivers of  
innovation
- Environmental, economic and  
social sustainable developments  
as drivers of innovation
- Innovation in peripheral areas  
and regions.

## Other ERI News

**Dr Colin Lindsay** continues to serve on the Editorial Boards of “Work, Employment and Society” and “Journal of Social Policy”.

A one-day seminar hosted by the ERI led to the publication of a Special Issue of the journal ‘Policy Studies’ in March 2010. The Special Issue on ‘Employability and challenges for the welfare reform agenda’ focused on benefits and services for people claiming incapacity benefits, and was edited by the ERI’s Colin Lindsay along with Donald Houston (University of St Andrews). The ERI seminar and Special Issue brought together seven author teams from ten different UK institutions.

**Professor Ronald McQuaid** was again the Budget adviser to the Scottish Parliament Local Government and Communities Committee in 2009; a member of Institute of Directors (Scotland) ‘Director of the Year Award’ selection panel in 2010; and a member of the Scottish Business in the Community Business Leadership Group to promote social inclusion, raise employability and tackle the key health and workplace issues facing Scotland.

He is a Fellow of the Academy of Social Sciences (FACSS), Fellow of the Higher Education Academy (FHEA) and Fellow of the Royal Society for the encouragement of Arts, Manufactures & Commerce (FRSA).

**The Skills: Scotland’s Opportunity Skills and Training summit**, that took place in April 2010, brought together key partners from the public, private and third sectors to look at options for increasing the opportunities for individuals and employers to develop and use skills as best they can. The principle objective of the event was to allow the Scottish Government to engage with these key partners on the key themes emerging from the drafting of the refreshed Skills Strategy. Prof. McQuaid produced a report seeking to capture the discussions at the Summit.

### Visiting researchers:

Gemma Garcia, University of Cantabria, Spain

## ERI Staff News

### The core ERI Team 2009-2019

*Prof Ron McQuaid; Sue Bond; Dr Colin Lindsay; Dr Emma Hollywood; Vanesa Fuertes; Dr Matthew Dutton; Alec Richard; Dr Jesus Canduela; Nina Loginova*

Arriving during the year:

*Gemma Blackledge*

*Dr Valerie Egdell*

*Dr Ignazio Cabras*

Departing during the year:

*Dr Ariel Bergmann*

*Dr Ian Elliott*

### ERI Associates include:

Professors Robert Raeside and John Adams, Drs Mike Pearson, Kay Penny and Kaberi Gayen (Honorary Visiting Researcher).

## Selected Publications 2009 to July 2010

Canduela, J., Elliott, I., Lindsay, C., Macpherson, S., McQuaid, R.W. and Raeside, R. (2010) 'Partnerships to support early school leavers: school-college transitions and winter leavers in Scotland', *Journal of Education and Work*, Vol. 23, No. 4, forthcoming.

Lindsay, C. and Dutton, M. (2010) 'Employability through health? Partnership-based governance and the delivery of Pathways to Work condition management services', *Policy Studies* Vol. 31, No. 2, 245-264.

Houston, D. and Lindsay, C. (2010) 'Fit for work? Health, employability and challenges for the UK welfare reform agenda', *Policy Studies* Vol. 31, No. 2, 133-142.

Lindsay, C. (2010) 'In a lonely place? Social networks, job seeking and the experience of long-term unemployment', *Social Policy and Society* Vol. 9, No. 1, 25-37.

Bond, S., McQuaid, R and V. Fuertes (2010) "Getting Disadvantaged Parents into Employment: The Working for Families Fund in Scotland", *Local Economy*, Vol. 24, Nos. 6-7, 487-501.

Lisenkova, K. (University of Strathclyde), McQuaid, R.W., and R.E. Wright (University of Strathclyde) (2010) "Demographic Change and Labour Markets" 21st Society - Journal of the Academy of Social Sciences, Vol. 5, (forthcoming).

Lisenkova, K. (University of Strathclyde), McQuaid, R.W., and R.E. Wright (University of Strathclyde) (2010) "Introduction to the Economics of an Ageing World" 21st Society - *Journal of the Academy of Social Sciences*, Vol. 5, (forthcoming).

McQuaid, R.W. and W. Scherrer (University of Salzburg) (2010) "Changing reasons for public private partnerships", *Public Money and Management*, Vol. 30, No. 1, pp. 27-34.

Gayen, K. (University of Dhaka), McQuaid, R. and R. Raeside (2010) "Social networks, age cohorts and employment", *International Journal of Sociology and Social Policy*, Vol. 30, No. 5/6, pp.219 – 238

Gore, T., Hollywood, E (2009) The role of social networks and geographical location in labour market participation in the UK Coalfields, *Environment and Planning C: Government and Policy*, Vol. 27, No. 6, 1008 – 1021

Lindsay, C. and Mailand, M. (2009) 'Delivering employability in a vanguard active welfare state: the case of Greater Copenhagen in Denmark', *Environment and Planning C: Government and Policy* Vol. 27, No. 6, 1040-1054.

Lindsay, C. and Serrano Pascual, A. (2009) 'New perspectives on employability and labour market policy: reflecting on key issues', *Environment and Planning C: Government and Policy* Vol. 27, No. 6, 951-957.

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McQuaid, R.W. (2009) "A Model of the travel to work limits of parents", *Research in Transportation Economics*, Vol. 25, pp. 19-28.

Lindsay, C. and McQuaid, R.W. (2009) 'New governance and the case of activation policies: comparing experiences in Denmark and the Netherlands', *Social Policy and Administration*, Vol. 43, No. 5, pp. 445-463.

McQuaid, R. (2009) "Theory of Organisational Partnerships – partnership advantages, disadvantages and success factors", in: S.P. Osborne (ed.) *The New Public Governance: Critical Perspectives and Future Directions*, (Routledge) pp. 125-146.

McQuaid, R.W. (2009) "Linking Transport to Employment - Pursuing the Millennium Development Goals", in: Grieco, M. (ed.) *Africa, Transport and the Millennium Development Goals - Achieving an Internationally Set Agenda* (Cambridge Scholars Publishing, Cambridge) pp. 97-107.

Lindsay, C., and R. McQuaid (2009) "Users of ICT Job Information Services in Rural Areas", in: Larsen C., Mathejczyk, W., Kipper, J. and A. Schmid (eds), *Web Based Labour Market Information Systems in European States* (Rainer Hampp Verlag, München) pp. 175-185.

McQuaid, R., Fuentes, V. and A. Richard (2010) *How can parents escape from recurrent poverty?* Report for the Joseph Rowntree Foundation: York. Published by Polity Press: Bristol.

Lindsay, C., McQuaid, R., Dutton M. and WM Enterprise (2009) *Employee Demand for Skills Development: a Research and Policy Review*. Evidence Report 3; a report for UK Commission for Employment and Skills by WM Enterprise and Employment Research Institute. UKCES: London.  
[http://www.ukces.org.uk/upload/pdf/Evidence\\_Report\\_3\\_3.pdf](http://www.ukces.org.uk/upload/pdf/Evidence_Report_3_3.pdf)

McQuaid R.W., Bond, S. and V. Fuentes (2009) *Working for Families Fund Evaluation (2004-08)*, Scottish Government, Edinburgh  
<http://www.scotland.gov.uk/Publications/2009/04/20092521/0>

**For an extensive and complete list of our publications please refer to the ERI website**

[www.napier.ac.uk/eri](http://www.napier.ac.uk/eri)



## About the Employment Research Institute Edinburgh Napier University

Established in 1997, the Employment Research Institute carries out applied and theoretical research into employment and its links to individuals, the economy and society. It is an independent research centre located within the Business School at Edinburgh Napier University and enjoys an excellent reputation for the successful completion both of high quality academic research and specialist consultancy undertakings.

We provide our funders with robust, reliable information and advice in order to empower them to make better decisions.

ERI research includes the broad areas of employment and employability; regional and local economic development, transport and entrepreneurship; the changing nature of work and adaptability in businesses and their employees; and equalities. The research is therefore of particular relevance to government, policy makers, employers, trainers, trade unions and development agencies, as well as academics.

The ERI has a team of colleagues and dedicated researchers, throughout the University and beyond, with expertise in a variety of specialisms including: economics, geography, sociology, human resource management, politics and social policy, industrial relations, business studies, transport and regional and local development, linked through the theme of *Developing Human Potential*. This multi-disciplinary capability enables the ERI to assemble project teams consisting of individuals who can bring the appropriate skills and a diversity of perspectives to each research question.

[www.napier.ac.uk/eri](http://www.napier.ac.uk/eri)

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