



Annual Report 2008/2009

August 2008 to July 2009

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

During the year from August 2008 to July 2009 we have undertaken a range of projects, which included publishing our final report of the 4 year evaluation of the £50 million Scottish Government Working for Families Fund.

In 2008-2009 we further strengthened our international working links with academics in the USA, China, South Africa, Japan, New Zealand and across the EU.

Additionally we held a workshop, funded by the Royal Society of Edinburgh, on Employability for Older

People, with the keynote speech presented by Professor David Bloom of Harvard University. This brought together a mix of academics and practitioners who discussed the issues of the ageing workforce worldwide.

Our joint work 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 2008/2009. For further information about our activities please contact me or the ERI team on eri@napier.ac.uk or visit our website www.napier.ac.uk/eri.

Professor Ron McQuaid
Director
Employment Research Institute

ERI Projects 2008/2009

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 Working for Families Programme



Funding: The Scottish Government
Duration: May 2004 to June 2009.

Research Team: Prof Ron McQuaid, Sue Bond, Vanesa Fuertes, Dr Jesus Canduela, Prof Robert Raeside, Malcolm Greig, Cathy Craig

The Working for Families Fund was established to invest in new initiatives to improve the employability of parents who have difficulties in participating in the labour market, such as those on low incomes and lone parents. The £50 million fund sought to support these groups by helping them find sustainable childcare solutions and

access to relevant employability-related services. The ERI designed and implemented an evaluation framework, measuring barriers to work faced by participants – such as distance travelled towards employment - and the effectiveness of services delivered through the programme. Over 25,000 disadvantaged parents participated in WFF with over 15,000 moving work, education or training, or making measurable improvements in their employability. Report:

<http://www.scotland.gov.uk/Publications/2009/04/20092521/0>

An Evaluation of the Mentally Healthy Workplace Training Course



Funding: NHS Health Scotland
Duration: October 2008 - April 2009
Research Team: Dr Ian Elliott in partnership with Professor Maggie Nicol (Queen Margaret University); Dr Derek Jones (Queen Margaret University); Dr Alex Hilliam (Progressive Partnership Ltd)

The Scottish Centre for Healthy Working Lives (SCHWL) and NHS Health Scotland commissioned an evaluation of the mentally healthy workplace training programme. This research was conducted in partnership with Queen Margaret University and Progressive Partnership Ltd. The purpose of the study was to establish



the impact of this training through a comparison of changes in relevant attitudes, awareness and practice by employers / managers who have attended the programme with those who had not participated.

The Mentally Healthy Workplace Training Programme addresses two key issues seen as central to employment policy. Firstly, the recognition of the need to promote mental well being in the workplace and the costs of failing to do so. Secondly, the social inclusion agenda that recognises that many people currently excluded from the workplace due to mental health problems want to work and, given the right support, can make a valuable contribution within the workplace.

The evaluation found that the course was viewed positively by participants and had had an impact on their practice. Mental well-being was considered to be important in the workplace and most organisations had a range of workplace policies and practices in this area.

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

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 has 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.

A final report will identify recommendations for good practice and future priorities for the region's employability agenda.

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

Employees' demand for skills – an evidence and policy review



Funding: UK Commission for Employment and Skills
Duration: October 2008 – May 2009
Research Team: Prof Ron McQuaid; Dr Colin Lindsay; Dr Matthew Dutton

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(in partnership with WM Enterprise)

The UK Commission for Employment and Skills commissioned the ERI and WM Enterprise to undertake a review of research evidence and policy around individuals' demand for, and participation in, skills development activities.

The final report assessed key trends in access to and participation in skills development activities, identified good practice in promoting skills upgrading among lower skilled workers, and made recommendations for future policy.

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

Skills for Jobs in the North East – an effectiveness study



Funding: Learning and Skills Council North East

Duration: January 2009 – January 2010

Research Team: Dr Emma Hollywood; Dr Colin Lindsay; Dr Ian Elliott

The ERI has been asked by the Learning and Skills Council North East to conduct research on best practice in providing a joined-up employability journey for European Social Fund (ESF) beneficiaries, making transitions through the LSC's Skills for Jobs interventions. A range of research activities to be undertaken involved:

- survey research with providers of LSC/ESF-funded projects on best practice in partnership-working; in-depth case studies of how main providers work with other stakeholders to provide a joined-up employability journey for ESF beneficiaries;
- tracking ESF beneficiaries into mainstream services and towards work and identifying the value added by ESF-supported provision.

<http://www.napier.ac.uk/randkt/rktcentres/eri/Pages/SkillsforjobsintheNorthEast.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

Research Team: Prof Ron McQuaid, Dr Ariel Bergmann

(EU wide & Russia consortium)

The aim of this project is to develop an effective and widely applicable e-tool in the EU and Russia. The ERI was involved in the socio-economic impact assessment of such a tool. This freeware was based on simulations of advanced dynamic models, helping to tackle land use issues around forests,



agricultural landscapes, water environments, and built-up areas.

<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



Department of
Enterprise, Trade
and Investment
www.deti.gov.uk

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

Duration: April 2009 - April 2010

Research Team: Prof Ron McQuaid, Dr Ariel Bergmann, Dr Jesus Canduela, Vanesa Fuertes and Anne Green, Institute for Employment Research, University of Warwick.

The research will provide new lessons from international good and best practice on: how economic development bodies in the EU and beyond have supported new investment aimed at creating entry-level jobs for economically inactive people. It fits with DETI's priority research area on 'Increasing Employment' and also directly addresses a number of DETI's research themes on: 'Identifying best practice in policy intervention in other small open economies'; 'Business growth and economic participation'; and more broadly 'Understanding the dynamics of the Northern Ireland economy'.

The overall aim is to identify best practice in strategies to promote employment growth in areas of the economy accessible to economically inactive groups. The project will combine desk-based policy analysis, a 'national expert survey' taking in 10 states in the EU and elsewhere, and in-depth case studies in Great Britain and Northern Ireland, other EU nations and regions, and beyond.

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

Equality and the Changing Nature of Work

Equality Issues in Scotland: A Review of Recent Research



Funding: Equality and Human Rights Commission

Duration: January to September 2008

Research Team: Dr Suzi Macpherson, Sue Bond, Dr Emma Hollywood

This provided a review of currently available statistics/research evidence on equalities in Scotland. The aims were to review current available information, identify any gaps in the data and evidence, and to review relevant policy documentation to identify the actions being taken to achieve equality.

<http://www.equalityhumanrights.com/scotland/research-in-scotland/>

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 will examine the approaches taken to equalities issues by STUC-affiliated unions. This will update and build on a previous baseline study undertaken by the ERI for the STUC/One Workplace Equal Rights in 2005.

Interviews will be undertaken with a key stakeholder able to provide an overview of each union's approaches to equalities. A minimum of three mini-case studies will be undertaken to further explore examples of good practice.

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

How can Parents Escape from Recurrent Poverty?



Funding: Joseph Rowntree Foundation

Duration: April 2008 to September 2009

Research Team: Vanesa Fuertes, Alec Richard, Prof Ron McQuaid

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/ParentsEcsapeRecurrentPoverty.aspx>

Integration in the Workplace



Funding: Equality and Human Rights Commission

Duration: November 2008-June 2009

Research Team: Sue Bond, Dr Emma Hollywood (ERI), Fiona Colgan (Comparative Organisation and Equality Research Centre, London Metropolitan University)

Using data gathered from case studies carried out in eight varied organisations around the UK, the



report looks at equalities policies and practices, particularly in relation to age, sexual orientation and religion or belief. The report found that organisations operated a wide range of policies and practices, some of which were still emerging. While a small number had developed policies across all three strands, many excelled in only one or two, although they had ambitions to develop the other areas in the future. There were a variety of reasons for these differences, including: the reasons for adopting policies in the first place; differences between sectors; differences between regions; size, make-up and dispersion of the workforce; the nature of customers and/or clients; level of benchmarking; union involvement; and the support of senior managers.

It was clear that having appropriate support structures were important in developing the equalities agenda within the organisations. As well as having strategic high-level equalities committees, all had dedicated diversity and equality specialists, sometimes based within the chief executive's (or equivalents) office in order to (as they perceived) better drive the agenda and deliver organisational change. Some also had a number of 'Diversity Champions' who were senior managers charged with 'championing' a particular equality strand.

Generally, there was still work to be done among many organisations in developing policies for the equality strands of age, sexual orientation and religion or belief. However, approaches would not necessarily be the same across all organisations

because of the need to adapt to individual organisational contexts.

<http://www.equalityhumanrights.com/media-centre/new-workplace-report-launched/>

Tackling Occupational Segregation in Scotland: A Report of Activities from the Scottish Government Cross-Directorate Occupational Segregation Working Group



Funding: The Scottish Government
Duration: January 2008 - August 2008
Research Team: Dr Suzi Macpherson

In 2006, the then Scottish Executive set up a cross-departmental (and then cross-directorate) Occupational Segregation Working Group (OSWG) to take forward action within the Scottish Government to tackle occupational segregation. The study sought to inform the work of the OSWG by providing an analysis of statistical data on gender inequality; a review of research on occupational segregation; and an analysis of current policy activity by Scottish Government to address occupational segregation.

<http://www.scotland.gov.uk/Publication/2008/08/27101332/7>

ERI Main Seminars

Men in Serving and Caring Occupations 17 June, 2009
Professor Ruth Simpson, Professor of Management, Brunel Business School

Estimating the Employment Impacts of Economic Development Initiatives 3 June, 2009
Malcolm Greig, Scottish Enterprise

Labour Market Reform in Germany 14 May, 2009
Rolf Keil, Department for Labour, Family and Health, Hessen, Germany

'Football is my Life:' Theorizing Social Practice in the Scottish Professional Football Field
22 April, 2009
Dr. David McGillivray & Aaron McIntosh, Glasgow Caledonian University

Neighbourhood Social Mix and Transitions Into and Out of Employment in Scotland 4 March, 2009
Dr David Manley, Centre for Housing Research, University of St. Andrews

Social Impact Assessment: The Third Component of Assessing Sustainable Development
21 January, 2009
Dr. Ariel Bergmann, ERI, Edinburgh Napier University

The Role of Childcare in Helping Disadvantaged Parents Towards Employment 10 2008
Vanesa Fuertes and Sue Bond, ERI,

Edinburgh Napier University

Does Partnership Deliver?
18 November, 2008
Dr Tom Entwistle Cardiff Business School, Cardiff University

Models of Local Government Decision-Making: The Case of Opt-Out Vouchers for Public Leisure Services 29 October, 2008
Dr Ian Elliott, ERI, Edinburgh Napier University/ Queen Margaret University

Women in Management 2008: Is The Glass Ceiling Myth or Reality?
26 September, 2008
Professor Marilyn Davidson, Centre For Equality and Diversity at Work, University of Manchester

Workshop

The Royal Society of Edinburgh Research Workshop:
The Employability of Older People

The
Royal Society
of **Edinburgh**



Sponsors: Lloyds TSB Foundation for Scotland **Date:** 1 July 2009

Speakers included: Prof. David Bloom (Harvard University); Prof. Robert Wright (Strathclyde University); and Dr Wendy Loretto (Edinburgh University).



Some issues raised at the workshop:

- One-size-fits-all approaches will not work.
- We need: holistic health/ skills/ employability policies to stop older workers leaving the labour market and help re-attach them if they become inactive; and new ways of engaging with employers to promote a 'shift in mindset' by making the business case for the recruitment/retention of older workers.
- There remain employability-related barriers to work for older people.
- Employers are key partners in processes to integrate and support older workers and need to have a voice in policy.
- Mortality rates and life expectancy variations by socio-economic status and residence were worrying.
- Scotland's problems with diet, alcohol and mental health meant that there remained problems around promoting healthy ageing.
- Flexible and age-friendly forms of working are needed, so that longer labour market participation is seen as a positive choice and not a result of inadequacies in pension provision.
- Scotland should be careful about over-reliance on in-migration as a means of coping with ageing.
- Improved research about the specific issues faced by older people is required.



Other ERI News

Dr Colin Lindsay has been elected to the Editorial Boards of "Work, Employment and Society" and "Journal of Social Policy".

Professor Ron McQuaid was again the Budget adviser to the Scottish Parliament Local Government and Communities Committee; a member of Institute of Directors (Scotland) 'Director of the Year Award' selection panel; 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 was funded by the New Zealand Bilateral Research Activities Programme, part of the International Science and Technology (ISAT) Linkages Fund of the Ministry of Research, Science and Technology, and Royal Society of New Zealand to carry out a visit to the University of Otago in February 2009.

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The ERI was also one of the organisers of the Employability seminar series in Edinburgh and Madrid and the Regional Innovation Policies conference at the University of Salzburg, Austria.



(Prof. Ron McQuaid)

Visiting researchers:

Rolf Keil, Department for Labour, Family and Health, Hessen, Germany

Gemma Garcia, University of Cantabria, Spain

Melina Young, Toronto, Canada

PhD completion

Colin Lindsay

ERI Staff News

The ERI Team 2008-2009

Prof Ron McQuaid; Sue Bond; Dr Colin Lindsay; Dr Emma Hollywood; Vanesa Fuertes; Dr Matthew Dutton; Alec Richard; Dr Ariel Bergmann; Dr Jesus Canduela; Dr Ian Elliott.

Arriving during the year: *Nina Loginova*

Departing during the year: *Dr Suzi MacPherson and Kristen Cairns*

Publications 2008 to July 2009

Hollywood, E. and R. McQuaid (2008) "Educational Migration – Students Leaving a Region to Study Elsewhere: the Link to Religion in Northern Ireland", in: Larsen C., Mathejczyk, W., Kipper, J. and A. Schmid (eds), *Target Group Monitoring of Regional Labour Markets in European States*. (Rainer Hampp Verlag, Muenchen) pp. 17-22.

Hollywood, E., Brown, R., Danson, M. and R.W. McQuaid (2007), "Demographic and Labour Market Change: The Dynamics of Older Workers in The Scottish Labour Market", *Scottish Geographical Journal*, 123, 4 2007, pp242-256.

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*, 43, 5, 445-463.

Lindsay, C., McQuaid, R.W. and M. Dutton (2008) "Inter-agency co-operation and new approaches to employability", *Social Policy and Administration*, 42, 7, 715-732.

Lindsay, C., and McQuaid, R.W. (2008), "Inter-agency Co-operation in Activation: Comparing Experiences in Three Vanguard Active Welfare States", *Social Policy & Society*, 7, 3, 353, 365.

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)

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

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.

McQuaid, R.W. and W. Scherrer (University of Salzburg) (2008) “Public Private Partnership – A Sustainable Solution for the Information Society? Experiences in the UK, Germany, and Austria”, *Uprava - Administration (Slovenia)*, 6, 2, 7-34.



McQuaid, R.W., Brown, R. and Newlands, D. (2008), “Demographic Change and Economic Challenge: What Future for Scotland and other Small Countries?” *Scottish Affairs*, No. 64, pp. 3-17

McQuaid, R. (2008) “Employment and Employability”, in: Mulhern, M.A., Beech, J. and E. Thompson (eds) *Scottish Life and Society, the Working Life of the Scots*, (John Donald and European Ethnological Research Centre, Edinburgh) pp. 67-84.

McQuaid R.W. and E. Hollywood (2008) “Educational Migration and Non-return in Northern Ireland,” a report prepared for the Equality Commission for Northern Ireland: http://www.equalityni.org/sections/default.asp?cms=Research_Research%20publications&cmsid=90_93&id=93&secid=7

For an extensive and complete list of our contributions to printed documents, please refer to the ERI website

www.napier.ac.uk/eri

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.

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, human resource management, politics and social policy, industrial relations, business studies, geography, 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

