

## Annual Report 2005/2006

### **Employment Research Institute**

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The ERI focuses on rigorous, independent and analytical research that helps progress knowledge and understanding that is useful to sponsors, the academic community and society. During the year (August 2005 to July 2006) we worked on eighteen main projects such as: an international comparison of partnership working to improve employability in 15 countries; local labour markets; the ageing of the labour force; regional and local economic development and related transport issues; work-life balance; and equal opportunities.

Projects include: an extension of our evaluation of the £50m Working for Families project for the Scottish Executive for a further two years; rural employment in the EU 27 for the European Commission; the impact of social economy organisations; skills demand in the knowledge economy; exploring employers' skills needs and

VET provision in Scotland and Northern Ireland for the Sector Skills Development Agency; approaches to evaluation in community regeneration; race and gender equality in Edinburgh's employability services; evaluation of gender stereotyping in Careers Scotland's services; economic impacts of adult entertainment; governance, community and location in coalfields' regeneration; social networks of older workers for the European Social Fund; and others.

Our international links in 2005-6 involved joint work with academics in China, USA, Japan and across the European Union. Our seminar series attracted visitors and speakers from the UK and beyond on a wide range of topics. Joint work with the HRM Group, Economics, the Transport Research Institute and the Maritime Research Group and others across the university and beyond remains strong and active. This emphasises the genuinely multi-disciplinary nature of our work that is embedded in the strong specialist skills of the ERI team.

This Summary Report only covers part of our employment-related research at Napier University. So please see our website or contact us for more details.

***Professor Ronald McQuaid,***

***Director ERI***

### ***ERI Projects 2005/06***

We acknowledge, with thanks, the support of the funding bodies named in the projects below, and the cooperation of our partners and the interviewees, survey respondents and other participants who make our work possible. The projects are listed under the ERI's three broad areas of work:

- Employment and Employability;
- Regional and Local Economic Development and Transport;
- Equality and the Changing Nature of Work.

Projects started between August 2005 to July 2006 are denoted by \* and those completed by (C). + indicates the main project contact person.

### ***Employment and Employability***

**\*(C) Employment in Rural Areas: Demographic and Employment Trends and Typologies of Rural Areas** (European Commission, Jan 2005 - Jan 2006). Malcolm Greig, Dr. Constantia Anastasiadou and Prof. Ronald McQuaid+. *Partners:* The Scottish Agricultural College Edinburgh as well as partners in Germany, Sweden, Luxemburg and the Czech Republic.

This project is a study on the demographic and employment trends (in particular for young people and women) and typologies of rural areas, helping to create appropriate statistical tools for rural areas. These issues are important for the future of European Rural Development Policy, the European Employment Strategy, and to the sustainability of rural Europe.

**\*(C) The Role and Impact of Social Economy Organisations in Edinburgh and Lothians** (Lothian Labour Market Unit Nov 2005 - Feb 2006). M Greig+ and Vanesa Fuentes.

The Employment Research Institute (ERI) at Napier University was asked to undertake an examination of the role and impacts of social economy organisations (SEOs) in Edinburgh & Lothian for the Lothian Labour Market Unit (LLMU). This purpose of this research is to examine the extent of links between social economy organisations and significant developments in the Edinburgh & Lothian economy, assess the opportunities that exist for SEOs locally and evaluate the actual and potential impacts on the local labour market.

**\*International Best Practice in Inter-agency Co-operation on Improving Employability** (Department for Employment and Learning, Northern Ireland Aug 2005 - Sept 2006). R McQuaid, Colin Lindsay+, Matthew Dutton, with University of Ulster.

The ERI was commissioned by the Department for Employment and Learning, Northern Ireland to carry out research on inter-agency co-operation in the field of employability policy. The research is carried out with the support of the Faculty of Business and Management, University of Ulster.

The research considers partnership working in relation to employability policies in fifteen countries, with in-depth case studies in Denmark, The Netherlands, the UK and Ireland. Issues included: Where outside Northern Ireland is best practice in improving employability to be found?; To what extent does best practice

depend on inter-agency co-operation?; What lessons can be applied by DEL from existing models of interagency co-operation on improving employability from elsewhere?

**Working for Families Monitoring and Evaluation and follow on** (Scottish Executive, April 2004 to Mar 2008). Sue Bond+, V Fuentres, M Greig, C Lindsay, Sarah Wise and R McQuaid. *Partner:* Edinburgh University.

The Scottish Executive's Working for Families Fund was established to invest in new initiatives to improve the employability of parents. From 2004-5, ten local authorities (selected on deprivation criteria) have hosted initiatives to assist parents to move towards employment or training, sustain employment or increase their working hours. The £50m Fund was extended to 20 local authorities in 2006. The ERI (with the assistance of the Centre for Research on Families and Relationships, University of Edinburgh on the policy review), has designed and implemented an evaluation framework, measuring barriers to work faced by participants, distance travelled towards employment, and the effectiveness of services delivered through the programme.

**\*(C) Skills Demand in the Knowledge Economy: Implications for the Edinburgh & Lothian Labour Market** (Lothian Labour Market Unit Feb - April 2006). M Greig+ and R McQuaid.

This research examines the future growth and skills requirements of the knowledge economy in Edinburgh and the Lothians and recommends policy

solutions to overcome barriers to growth. Globalisation of industry has left all developed economies, including Scotland, open to competition from low wage economies. This trend is likely to continue; therefore it is widely acknowledged that it is necessary to develop high value added industries in order to remain competitive. To ensure this takes place, it is important to remove current and potential future barriers to growth in the knowledge economy. This study Identifies aspects of skills demand in knowledge-intensive businesses in the region, outlines some growth scenarios and evaluates the implications of these scenarios for the local labour market and the KE "skills pipeline".

**\* Exploring employers' skills needs and VET provision in Scotland and Northern Ireland** (Sector Skills Development Agency Feb – Dec 2006). C Lindsay+, M Greig and R McQuaid with Martin McCracken (University of Ulster), Steve Johnson and David Devins (both Leeds Metropolitan University).

The Sector Skills Development Agency (SSDA) commissioned the ERI, in partnership with Leeds Metropolitan and Ulster universities, to carry out research on employers' skills needs in key sectors in Scotland and Northern Ireland, and their use of local vocational education and training (VET) provision. The research involves survey work and in-depth case studies with employers, and interviews with policy actors and VET providers. A final report will provide an overview of the interface between skills needs and VET provision, while a 'Lessons for Policy and Practice' summary will make recommendations for the future direction of training policy.

**(C) Older Workers and the Labour Market in Dumfries and Galloway** (Scottish Enterprise, May - Sept 2005) Emma Hollywood+, V Fuentres, C Anastasiadou, R McQuaid. *Partner:* Paisley University.

Population decline and the ageing workforce are serious issues for the economy of Dumfries and Galloway; a problem more acute there than in the rest of Scotland. The situation is likely to worsen in the next five to ten years, yet currently there are limited policies on the ground. Through a combination of secondary data analysis and interviews with employers and other stakeholders, this project examines the position of older workers within the Dumfries and Galloway labour market.

### *Regional and Local Economic Development and Transport*

**\*(C) Approaches to evaluation in Community Regeneration** Communities Scotland Jan - April 2006). C Lindsay+ and R McQuaid.

The Scottish Executive's 'Closing the Opportunity Gap' strategy addresses social exclusion and promotes the regeneration of disadvantaged areas. Communities Scotland commissioned this research to consider approaches for the evaluation of community regeneration. The report draws on desk-based analyses, a review of evaluation methodologies, and interviews with key policy actors and stakeholders.

**\*(C) Cuan Sound Transport Links STAG Appraisal** (Argyll and Bute Council & with Atkins Transport Planning Feb - April 2006). M Greig+, R McQuaid and Professor Alf Baird.

The island community of Luing depends solely on ferry services over the Cuan Sound for access to and from the mainland. Services regularly experience problems with reliability, capacity and continuity. Hence access to employment and services is more expensive and less convenient than for mainland communities. This study investigates the problems, constraints and opportunities for transport links between the island and the mainland, including the roads infrastructure on either side of the link. The appraisal is in accordance with the Scottish Transport Appraisal Guidance (STAG).

**\*(C) Evaluating the Coalfields Social Enterprise Development Grants Scheme in Wales** (The Coalfields Regeneration Trust (CRT) May - July 2006). M Greig+, R McQuaid, and Gemma Blackledge.

The CRT's Coalfields Social Enterprise Development Grants Scheme is an important new initiative to assist the development of social enterprises in former mining areas. This interim evaluation seeks to: improve the operation of the scheme; and better understand the context for its success, the benefits for social enterprises, the sustainability of positive outcomes, and the critical success factors that have contributed to its effectiveness.

**\*(C) Governance, Community and Location in Coalfields Regeneration** (Joseph Rowntree Foundation, Apr 2005 to Jun 2006). Colin Lindsay, E Hollywood+. *Partners:* Sheffield Hallam University and Cardiff Univ.

This project investigates the extent to which neighbouring geographical areas of economic growth on the one hand, and areas of economic

adjustment on the other, are becoming more or less linked by economic and social networks, governance structures and policy interventions. The case for the study is initially related to issues concerning uneven development in the UK, and then framed more specifically in terms of questions of coalfields regeneration and their links to new spaces of economic growth in surrounding sub-regions.

**\*(C) The Economic Impact of Adult Entertainment in Scotland** (Scottish Executive Adult Entertainment Working Group, Sept 2005 - Jan 2006). M Greig and R McQuaid.

The study determined the nature and, where possible, scale of both the positive and negative economic impacts of the Adult Entertainment industry on each of the four main city economies in Scotland - Aberdeen, Dundee, Edinburgh, and Glasgow.

### *Equality and the Changing Nature of Work*

#### **\*Developing Equalities in Scottish Trade Unions**

(Scottish Trades Union Congress as part of the One Workplace Equal Rights campaign, Mar 2006 – Feb 2007). S Wise+, Anne Munro and C Lindsay.

Following on from research by the ERI which mapped Scottish Trade Unions' approaches to equalities issues (more info), the Strategic Action Learning Group aims: to explore the operation of current equalities policy, practices and strategies in the workplace and within trade unions, identifying barriers

and opportunities, and reviewing good practice; and to co-ordinate a process of reflexive learning where the research team will work with the STUC and trade union officers supporting research into specific equalities issues by individual unions and the development and implementation of future policy, practices and strategies.

Over the course of 2006, a series of informative, interactive workshops have been or will be held with the STUC and participating unions who will receive ongoing research support from the ERI team.

**\*(C) Race and Gender Equality in Edinburgh's Employability Services** (Sept 2005 - Jan 2006). S Wise+ and V Fuentres.

In response to the European Employment Strategy's mainstreaming of equal opportunities and various domestic legal and best practice obligations, the aim of the research is to review how the equalities agenda is being progressed in the delivery of Edinburgh's employability agreement, Joined Up for Jobs. The training needs of Joined up for Jobs' partner organisations in the equalities field will also be assessed. This project is a follow-on project from the ERI Baseline Study in 2005.

**\*(C) Evaluation of Gender Stereotyping in Careers Scotland's Products and Services** (Equal Opportunities Commission Scotland Feb - April 2006) S Wise+

Through desk-based policy-analysis and a series of in-depth interviews with Careers Scotland staff, this project aims to set out the full range of career education and guidance services and

resources provided by Careers Scotland, identifying their priority areas of work and their intended impact; to identify the extent to which action to tackle gender stereotyping is being mainstreamed throughout Careers Scotland's work; to provide a small scale study into the way in which career education and guidance is delivered by Careers Scotland staff in relation to tackling gender stereotyping; and to identify good practice in tackling gender stereotyping and make recommendations for improvements to services/resources for Careers Scotland to consider.

#### **\*FIRRS - Forest Industries Recruitment and Retention Strategy**

(European Social Fund Objective 3 under Priority 5 "Addressing Gender Imbalance", Napier University, Scottish Forestry Trust Jan 2006 - Dec 2008). S Wise+ and Dan Ridley-Ellis (CTE).

The Centre for Timber Engineering and Employment Research Institute, Napier University has recently embarked on a new project part-funded by the European Social Fund. The aim is to address the shortage of people entering, and staying in, education and employment in the forest industries, focussing on equality and access.

The project has two strands: *Education: Influencing Career Choice* which strives to increase the number of young people, especially women, considering entering education and training in the industries that support the growing, processing and utilisation of timber for use in the built environment (the "wood chain"); and *Employment: Building Capacity* which aims to identify, and propose solutions

for, the barriers to recruitment and retention among the forest industries workforce.

**(C) NHS 24: Experts on the Line** (Royal Holloway University of London / ESRC, Jul - Aug 2005). S Wise+. *Partners:* Royal Holloway University of London and the University of St Andrews.

The ERI was commissioned by Royal Holloway to conduct the Scottish case study of a national research project funded by the ESRC on the NHS's tele-nursing project. The research concerns the relationship between 'tele-nursing' and the general model of call-centre work. In particular, how nurses feel about working in a contact centre compared with other clinical environments.

**(C) EQUAL Social Networks of Older Workers** (European Social Fund, Jul 2004 - Nov 2005). Dr Robert Raeside, E Hollywood, Dr Kaberi Gayen+, R McQuaid. *Lead Partner:* ESF EQUAL programme.

The EQUAL programme funds new approaches to assisting disadvantaged groups back into the labour market. This research addresses the issue of social inequality of the over 50's in the labour force. Comparisons are made between employed and unemployed, affluent and poor areas and between those aged under and over 50. Recommendations will be made on how target assistance and a workshop held for relevant bodies.

**For more information on the ERI's research projects please visit:**

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

### **Associate projects**

*An analysis of UK industry associations and the implications for potential cooperation in the Peoples Republic of China.* Professor J Adams, W Lijie, Report to The Commerce Research Bureau, Beijing Municipal Government, April 2005.

*Patterns and Trends in Unemployment in Scotland 1985 to 2004,* J Adams, and Ray Thomas, Report to Scotecon at University of Stirling, March 2005.

### **ERI Seminars**

Dr Milena Buechs 30th June 2006, Division of Sociology and Social Policy, University of Southampton *Implementing the European Employment Strategy in Germany and the UK*

Professor Norman Bonney 26th May 2006, Aberdeen Business School, Robert Gordon University *Community Planning: Enhancing Local Governance?*

Dr Tracey Warren Friday 28th April 2006, School of Geography, Politics and Sociology, University of Newcastle *Innovative social policies for gender equality at work: implications for low waged women*

Dr Claire Annesley, 20th March 2006, School of Social Sciences, University of Manchester *Transforming welfare states: the emergence of the adult worker model in the UK and Germany*

Professor Thomas Lange, 22nd March 2006, Faculty of Business, Auckland University of Technology *Participation in further training and the impact on*

*job satisfaction: evidence from the German labour market*

Professor Robert MacDonald and Dr Tracy Shildrick, 24th February 2006, School of Social Sciences and Law, University of Teeside *Disconnected youth? Poor work, young adulthood and social exclusion*

Dr Robert Raeside and Dr Kaberi Gayen, 27th January 2006, School of Mathematics and Statistics and Employment Research Institute, Napier University *Social networks of older workers*

Professor John Adams and Ray Thomas, 11th January 2006, School of Accounting and Economics, Napier Univ. and Faculty of Social Sciences, Open University *Special Research Seminar Patterns and trends in unemployment in Scotland, 1996-2004*

Professor Gregor Gall, 15th December 2005, Centre for Research in Employment Studies, University of Hertfordshire *Trade unions and union recognition in Britain: resilience, renewal, dissolution or perdition?*

Dr. Anne McBride and Dr. Paula Hyde, 28th October 2005, Manchester Business School, University of Manchester *Role re-design in the NHS: A 'high skills' strategy?*

Dr. Anne Munro and Colin Lindsay, 3rd October 2005, School of Management and Employment Research Institute, Napier University *Mainstreaming equality? Scottish trade unions' approaches to promoting equal opportunities*

Assoc. Professor Regina Huang, 15th August 2005, East China University of Science and Technology, Shanghai, P.R. China *Negotiation Strategies with Chinese Enterprises*

## **Staff News**

### **The ERI Team 2005/06**

*Director:* Professor Ronald McQuaid.  
*Research Fellows:* Malcolm Greig, Dr Emma Hollywood, Sarah Wise, Colin Lindsay, Sue Bond, Dr Kaberi Gayen.  
*Research Assistants:* Vanessa Fuertes, Gemma Blackledge and Matthew Dutton.  
*Fund Raiser:* Dr Olga Kozlova  
*Administrator:* Cathy Craig

Associate ERI members include colleagues in Statistics, Economics, Accounting, Marketing, Tourism, Human Resources and Management, Sociology and Psychology.

### **New Staff**

Appointed during the year were Gemma Blackledge and Matthew Dutton as Research Assistants.

**Gemma Blackledge** Gemma has degree in Economics from Heriot Watt University and a Masters in Development Economics from the University of Sussex and joined the ERI in May 2006. Her previous research at the Social Enterprise Institute at Heriot-Watt University examined sustainability issues for social enterprises in the childcare sector.

**Matthew Dutton** joined the ERI in March 2006. His PhD research examined the role of community entrepreneurs in increasing self-employment rates in rural peripheral communities. Matthew has worked as a lecturer and tutor on undergraduate and post-graduate courses at Luton, Northampton and Edinburgh universities. Matthew's research has focussed on the role of rural businesses in helping to address

unemployment in rural areas and structural changes to rural labour markets.

### **Other Staff News**

**Sarah Wise** is moving to the Workplace Research Centre at Sydney University.

**Malcolm Greig** is moving to York Consulting.

**Dr. Olga Kozlova** has set her own technology based business.

We wish them all the best.

### **Visiting researchers**

**Jorge Torrents** has been a Lecturer in Labour and Social Security Law at the Complutense University of Madrid since 1994, having previously been a researcher for the Spanish Education Ministry. With a background in both political science and law, his research interests include working conditions, collective bargaining, worker representation and European social policy. During his stay at the ERI he was researching employability and active labour market policies.

### **Referees**

During the year ERI staff refereed for: *Energy, Environment and Planning A, International Journal of Public Sector Management, International Small Business Journal, Journal of Social Policy, Local Economy, Urban Studies, World Review of Science, Technology and Sustainable Development, World Review of Entrepreneurship, Management and Sustainable Development.*



### ***Publications (2005 to July 2006)***

#### *Articles, Chapters and Reviews*

Ahmed, A., McQuaid, R.W. (2005) Entrepreneurship, Management and Sustainable Development, World Review of Entrepreneurship, Management and Sustainable Development, 1 (1), 1-30

Bond, S., McCracken, M. (2005) The importance of training in operationalising HR policy, Journal of European Industrial Training, 29(3)

Felsenstein, D. and McQuaid, R.W. (2006) "Editorial Introduction: Special issue on Linking Demand and Supply in Local Labour Market Research", Annals of Regional Science, 40(2), 389-392. - Guest editors for special edition on local labour markets

Gayen, K., McQuaid R., Raeside, R., (2006) Employment and the social networks of older workers, Regions, 2 (1), 12-14

Gayen, K., Dai, Y., Smyth, A. (2005) The Use of Load factors to Segment Airline Operators, Journal of Revenue and Price Management, 4, 1-9

Gayen, K., Khan, A. (2005) Socio-Demographic Changes in Bangladesh, BRAC University Journal, 11, 1-12

Lindsay, C., Greig, M., McQuaid, R.W. (2005) Alternative job search strategies in remote rural and peri-urban labour markets: The role of social networks, Sociologia Ruralis, 45(1/2), 53-70

Lindsay, C. (2005) Good jobs, 'McJobs' and skills: job seekers' attitudes to low-skilled service work, Human Resource Management Journal, 15 (2), 50-65

Lindsay, C. (2005) Employability, services for unemployed job seekers and the digital divide, Urban Studies, 42 (2), 325-339

McQuaid, R.W., Lindsay, C. (2005) The Concept of Employability: Transcending the Orthodoxies of Supply and Demand? Urban Studies, 42(2), 197-219

McQuaid, R.W., Lindsay, C. Greig, M. (2005) Job Guarantees, Employability Training and Partnerships in the Retail Sector, Local Economy, 20(1), 67-78

McQuaid, R.W., Green, A. Danson, M. (2005) Introducing Employability, Urban Studies, 42(2), 191-195 - Guest editors for special edition on Employability

McQuaid, R.W. (2006) Job Search Success and Employability in Local Labour Markets, Annals of Regional Science, 40(2), 407-421

McQuaid, R.W., Green, A., Danson, M. joint editors (2006) Employability and Local Labour Market Policy, Routledge, Abington and New York

McQuaid, R.W. (2005) Regeneration friend or foe? - issues with congestion pricing, Scotregen Newsletter, Issue 31, 4-5, Autumn

McQuaid, R.W. (2005) Thoughts on the wider implications of the rejection of the City of Edinburgh's proposals, Scotregen Newsletter, Issue 30, p. 7, Spring

McQuaid, R., Greig, M. (2005) Travel to Sports Events – Visitors to Six Nations Rugby Matches in Scotland, Scottish Transport Review 28, Spring, p. 4

Wise, S. (2005) The right to time off for dependants: contrasting two organisations responses, Employee Relations, 27 (2), 126-140

## *Reports*

McQuaid R., M. Greig, V. Fuertes (2006) The Economic impacts of Adult Entertainment, Report for Scottish Executive Adult Entertainment Working Group. Copy of Economic Assessment:

<http://www.scotland.gov.uk/Publication/s/2006/04/24111914/16>

Derek Halden Consultancy, McQuaid, R., Greig, M. (2005) Relationship between transport and the rural economy, Countryside Agency, London.

<http://www.napier.ac.uk/depts/eri/Dowloads/transportruralecon.pdf>

McQuaid, R., Lindsay, C., Greig, M., Anastasiadou, D., Fuertes, V., Wise, S. (2005) Working Together For Employment and Inclusion In Edinburgh: A Baseline Study, a Report for Capital City Partnership, Edinburgh.

[http://www.joinedorforjobs.org.uk/employment/uploads/working\\_together\\_-\\_baseline\\_study.pdf](http://www.joinedorforjobs.org.uk/employment/uploads/working_together_-_baseline_study.pdf)

## *ERI Associate Members – Selected Articles, Chapters and Reviews*

Adams, J., Young, A., Zhihong, W. 'Public Private Partnerships in China: Rationale, System and Constraints.' International Journal of Public Sector Management, 19(4), 384-396

Adams, J., Omar, M. (2006) (eds) Special Issue on 'Economic and Social Development in China: Sustainability Constraints' for the World Review of Entrepreneurship, Management and Sustainable Development, 2(1/2)

Dezhang, W., Lu, S., Adams, J., Omar, M. (2006) Market Structure and Enterprise Competitiveness: Strategic Choices Facing China's Organic Food Industry, World Review of Entrepreneurship, Management and Sustainable Development, 2(1/2), 161–172

Adams, J., Juleff, L., Dezhang Wang (2005) Managerial Economics for Decision Making (Mandarin Edition) Renmin University Publishers, Beijing, 2005 ISBN7-300-06451-5 (284p)

Dai, Y., Raeside, R., A. Smyth (2005) The Use of Load factors to Segment Airline Operators, Journal of Revenue and Price Management, 4, 1-9

D'Annunzio-Green, N., Francis, H. (2005) Tuning in to Tensions at times of change – the experiences of line and HR managers in a contract catering firm, International Journal of Hospitality and Tourism Training, 17(4), 345-358

Francis, H., N. D'annunzio-Green (2005) HRM and the pursuit of a service culture – managerial encounters with competing discourses, Employee Relations, 27(1), 71-85.

Khan, A., R. Raeside (2005) Socio-Demographic Changes in Bangladesh, BRAC University Journal, II, 1-12

Raeside, R. (2005) Predicting casualty numbers in Great Britain, Journal of Transportation and Statistics, 7(1), 1-9

Thomas, R, Adams, J., Al-Madfai, H. (2005) The production and presentation of statistics of unemployment: Comparability issues, IASSIST conference, Edinburgh, 24-27 May. IQ (IASSIST Quarterly)

Adams, J. & Mohadeb, P. (2005) Higher Education: options for future funding in China, World Review of

Science, Technology and Development, 2(2), 137-153

Adams, J., Mohadeb, P. (2005) Globalising Higher Education: Finance, Constraints and Policy Options, China International Journal of Comparative Education, November, 19-27

Adams, J. (2005) The Challenges for Higher Education in China: a summary analysis, Henan Journal of Education, May, 33-35

#### *Selected conference presentations*

Lindsay, C. and Munro, A. and Wise, S. (2006) 'Making equalities work? Scottish trade unions' approaches to equal opportunities', paper presented at ACREW Conference on Socially responsive, socially responsible approaches to employment and work, Monash University Centre, Prato, 1<sup>st</sup>-4<sup>th</sup> July.

Ahmed, A. (Sussex University) and R.W. McQuaid (2005) 'Entrepreneurship and Sustainable Environmental socio-economic Development', presented at World Association for Sustainable Development conference, United Arab Emirates University, United Arab Emirates, 21-23 November. Published in Proceedings, pp. 25-30.

Adams, J. and Thomas, R. 'Inequalities in the geographical distribution of unemployment.' Paper given at the Regional Science Association conference in Stratford on Avon, 18 August 2005.

#### *Working Papers*

Juleff, L., Kelly, L., McQuaid, R., Adams, J. (2005) Evaluating Scotland's Social Inclusion Policy,

School of Accounting and Economics, Napier University.

#### ***In the Media***

Gender Stereo typing and careers 10-16/3/06 Young People Now

Scots consider high-speed rail link to capital 28/04/2006 Regeneration & Renewal

Country's top company directors gather to celebrate their winning qualities 05/03/2006 Scotland on Sunday

Unemployed find no benefit in filling city's low-paid jobs 11/01/2006 Evening News

How having lots of friends can be just the job 18/01/2006 The Herald

Reform will not be achieved without considerable pain 11/01/2006 Evening News

Lots of friends could boost your prospects 19/01/2006 Evening News

An old pal's fact 22/01/2006 Sunday Mail

2500 people choose to live off benefits 19/01/2006 Edinburgh Herald and Post

Why service jobs mean poor pay and limited opportunities 31/01/2006 The Herald

Give us a job - I'm your friend 18/01/2006 The Metro

Facing the tender mercies An Assessment of the economic impact of the Skye Bridge Tolls 16/12/2005 The Herald

Sharing Knowledge for Development 23/11/2005 Khaleej Times, Dubai

Conference is just the job to help parents 01/10/2005 Evening News

University lands £45,000 to fund new jobs study 08/10/2005 Evening News

PROJECT - Delivering Employability through Partnership? Best practices in inter-agency co-operation on improving employability in Europe, New Start October 14, 2005

Two-thirds of nurses working longer hours 29/09/2005 The Herald

Road tolls will fall unless boundary and time issues 05/08/2005 The Scotsman

Equity and road pricing and the boundary problem - the case of are resolved, say think tank Edinburgh Scotsman, August 5, 2004

Cash for evaluation 13/08/2005 Times Higher Supplement

Low paid 'should be spared tolls' 05/08/2005 Evening News

Awards just the job for experts 30/08/2005 Evening News

'Social networks and jobs' on Beat Radio 103-105 Ireland Jan. 2006.

***The Employment Research Institute,  
Napier University, Edinburgh***

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 Napier University, Edinburgh 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 equal opportunities. The research is therefore of particular relevance to 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.

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