

people:skills:jobs:



Department for
**Employment
and Learning**
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Quarterly Research Review

Research Publications Relevant for

Employment and Learning (DEL): January – March 2014

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Introduction

DEL's Analytical Services monitors recently published research that has relevance to the work of the Department and, each quarter, produces a list of that work for wider dissemination. The list for the quarter ending March 2014 follows.

The research articles in the quarterly review are listed under four areas that are key in delivering the Department's strategic objectives. These objectives are: enhancing the provision of learning and skills; helping individuals acquire jobs; developing and maintaining the framework of employment rights and responsibilities; and increasing the level of research and development.

Whilst much of the research is not focused directly on Northern Ireland, it remains very relevant to strategic and policy issues faced here. The appropriate web addresses have been listed from which articles and full reports can be downloaded.

The Department also commissions work to meet specific research needs. Its Research Agenda 'Underpinning Success' for 2012 – 2015 can be accessed through the following link: <http://www.delni.gov.uk/stats-research>

Note:

The research referred to in this Review presents the views of various researchers and organisations and do not represent the views or policy of the Department for Employment and Learning.

Highlights

Under the key areas mentioned above, highlights emerging from this quarter's review include:

Skills

- **Matching Skills and Labour Market Needs: building Social Partnerships for better Skills and better Jobs** - World Economic Forum - This Report produced by the World Economic Forum's Global Agenda on Employment presents a set of policy recommendations to enhance the skills matching to labour market needs by building social partnerships. The main findings of the report are that skills are a critical asset for individuals, businesses and societies and that the importance of skills is even more pronounced in a dynamic, globalized world. (Page 7)
- **Improving Progression in Low-paid, Low-skilled Retail, Catering and Care Jobs – The Joseph Rowntree Foundation** - The report highlights how workers in lower-level occupations and on part-time or temporary contracts are less likely to receive work-related training or opportunities to progress. (Page 7)
- **Future of the UK Labour Market - The Joseph Rowntree Foundation** - The report looks at the links currently within the UK between jobs, skills and poverty. The authors find that tax and benefit reforms will fail to tackle poverty unless the lower end of the UK labour market is addressed. (Page 8)
- **The Future of Work: Jobs and Skills in 2030 – UKCES** - This report analyses the future of work - looking at the trends that will shape UK jobs and skills, together with possible disruptions to these trends. The findings of the report indicate that as digitalisation grows, we can expect a significant impact on employment and skills in the decades ahead, at all levels and in all sectors. (Page 8)
- **Engineering Our Future: Stepping up the Urgency on STEM - CBI** - The report makes the case for action to ensure careers in science, technology; engineering and maths (STEM) are more attractive and easier to access (Page 9)

Training

- **Macroeconomic Benefits of Vocational Education and Training – CEDEFOP** - This report noted that improvements in workforce skills are essential for European countries to achieve higher economic growth rates and compete effectively against other advanced industrial nations. The analysis shows evidence of a positive relationship between upper-intermediate vocational skills and relative average labour productivity performance. (Page 11)
- **Young People are Still Actively Discouraged from Pursuing Vocational Pathways – CSD** - New research commissioned by the Edge Foundation shows that schools in England have been discouraging pupils from taking vocational routes, telling them they are 'too clever' for vocational education. Furthermore, only 27 per cent of parents judge vocational education to be worthwhile. (Page 11)

Further Education

- **Supporting Young People to Participate in Education and Training – OFSTED** - This report examines how seven London colleges are attempting to re-engage young people in

education and training. The report looks at: how well the curriculum meets young people's needs and the outcomes they achieve; the strategies and actions used to engage young people who are disadvantaged; and the nature and effectiveness of the relationship between colleges and partner agencies in supporting young people. (Page 15)

- **Attractiveness of Initial Vocational Education and Training: Identifying what matters - CEDEFOP** - This study reveals other wider issues that may be crucial to understanding what makes initial VET an attractive option to potential students. It examines the composition and respective strengths of the labour market, expenditure on vocational education, as well as wider factors such as views of family members and perceptions about the quality of VET. (Page 15)

Higher Education

- **The graduate market in 2014: annual review of graduate vacancies and starting salaries at Britain's leading employers – highfliers Research** - This report examines how many leading employers recruited graduates in 2013 and assesses their recruitment targets for 2014. It looks at starting salaries, and the number of paid work experience places available to students and recent graduates and reviews the promotions being used by employers to publicise their graduate vacancies. (Page 16)
- **Research Report: Smarter Regions: Smarter Britain: Boosting Regional Growth Through Universities – Million Plus** - This report provides new statistics highlighting the percentage of graduates who study and work in the same region and uses new modelling from London Economics to assess the economic benefits of these graduates to the regions and the Treasury. The report concludes that there are clear links between participation in higher education and regional growth. (Page 17)
- **Learning from Futuretrack: Dropout from Higher Education – BIS** - In this research the author investigates the characteristics of students who did not complete higher education (HE). The study presents data on a variety of characteristics, such as: age; socioeconomic group; subject discipline; ethnicity; family circumstances; prior attainment; and type of institution attended. (Page 17)

Routes to employment

- **Can active Labour Market Policies Combat Youth Unemployment** - The purpose of this study is to describe the active labour market tools used to help unemployed youth back into education or employment and to assess the effectiveness of the different measures. The evidence noted in the report suggests that wage subsidy programmes and programmes aimed at enhancing job search efficiency are mostly positive, although there are also studies pointing to the opposite. (Page 19)
- **Improving Progression in Low Skilled, Low Paid Retail, catering and care jobs - The Joseph Rowntree Foundation** - This report examines the progression of low-paid workers in the retail, catering and care sectors of the economy. It identifies the particular issues faced by employers in each sector and highlights the need to understand the internal and external drivers of employer behaviour and how different firms respond to them. (Page 21)
- **Helping Young People into Private Sector Work - The Joseph Rowntree Foundation** - The following report presents findings from research into the initial labour market experiences of

two young people who had recently been NEET (Not in Employment, Education or Training) for significant periods, and the practices of multinational companies in which they worked. (Page 21)

Other Labour Market Research

- **Multinational Employer Perceptions of the UK Workforce** – BIS - The report explores how the skills of the UK workforce are perceived by multinational employers, both with and without a UK presence. The report finds that: the UK is rated second out of the countries examined in the report, for the overall skills of its workforce, just behind Germany and just ahead of the USA. (Page 26)
- **Driving a Generation: Improving the Interaction Between Schools and Businesses** – IPPR - This report examines secondary school pupils experience with their career services. Their findings show the importance of educating young people early on about both careers and the educational choices they need to make in order to realise their ambitions. (Page 26)

Developing and Maintaining the Framework of Employment Rights & Responsibilities

- **Secondary Analysis of the Gender Pay Gap** – BIS - This paper provides an analysis of the difference between the average earnings of men and women over time. Some of the key findings are that; in 2013 the gender pay gap was lowest for those in the 10th percentile of earnings (the value which 10% of the population earn less than); the pay gap has consistently been high for those in the skilled trades (plumbers, electricians etc.), & for managers and directors; and also in 2013, the gender pay gap was lowest for those in the youngest age groups. (Page 29)
- **Women Deserve Better: a Better Deal for Women Aged 50 and Over in Employment** – UNISON - This report presents the findings of a survey which examined the position of women aged 50 and over in the workplace in the UK, including their employment experience, the extent to which they feel discriminated against, and the difficulties they face in achieving a suitable work-life balance. (Page 31)

Research and Development / Innovation

- **Enhancing Europe's Competitiveness: Fostering innovation Driven Entrepreneurship** - World Economic Forum - This intermediate report presents draft analysis and a high-level agenda designed to contribute to Europe's future competitiveness and growth by encouraging new, innovation-driven ventures to be envisaged, created and scaled. (Page 34)
- **Leadership and the Research Productivity of University Departments** – ISL - This study provides the first longitudinal evidence consistent with the hypothesis that the characteristics of an incoming chairperson may have an influence upon the subsequent research production of his or her university department. (Page 34)

Enhancing the Provision of Learning and Skills

Skills

TITLE	SOURCE	DATE	DESCRIPTION
Commentary on Post-Secondary Skills Education (Northern Ireland)	OECD	January 2014	<p>This study on Northern Ireland is part of a series of OECD country reports on post-secondary vocational education and training. It looks at the strengths and challenges of skills education in Northern Ireland, comparing it to international experiences of similar issues. Some of the strengths identified include positive efforts to sustain and engage with local and regional employers, rigorous quality assurance and strong career and pastoral services. The authors also noted a number of challenges to be addressed including building capacity for increasing demand for VET programs at the appropriate level; reform of the apprenticeship system with particular focus on upgrading its provision; and reform of the qualifications system, given changes in England.</p> <p>http://www.skillsdevelopment.org/news_events/latest_news/research/2014/post-secondary_skills_edu_ni.aspx</p>
Skills and Employment Manifesto	British Chambers of Commerce	January 2014	<p>The report deals with the challenges that exist across the UK regarding skills and education policy. The authors argue that the two most urgent priorities for governments across the UK should be: 1) careers education, starting in primary school and including the development of employability skills and quality employer contact; and 2) helping small and medium-sized enterprise to invest in apprenticeships and workplace training, using Chambers of Commerce and other local bodies to encourage and support companies' aspirations.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B35856</p>
Many Worlds of the 'low-skilled', but Only One Generic Policy	CEPS	January 2014	<p>The report examines the concept of 'low-skilled' individuals within the European labour market. The authors suggest that academic and policy discussions within Europe about low-skilled workers have long been driven by an over-simplified approach that has tended to characterise the 'low-skilled' as a homogeneous group, across as well as within countries. The authors argue that the 'low-skilled' label can hide a number of different scenarios: lack of education; labour market detachment; migration; obsolete skills; and macroeconomic structural changes. The report concludes that the problem with EU policy is that while there are many realities of 'low-skilledness', there has been only one generic policy response. Consequently the authors recommend that EU and national policy-makers invest in a more</p>

			comprehensive view of people with 'low skills'. http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B35595
Matching Skills and Labour Market Needs: building Social Partnerships for better Skills and better Jobs	World Economic Forum	January 2014	This Report produced by the World Economic Forum's Global Agenda on Employment presents a set of policy recommendations to enhance the skills matching to labour market needs by building social partnerships. The main findings of the report are that skills are a critical asset for individuals, businesses and societies. The importance of skills is even more pronounced in a dynamic, globalized world. Matching skills and jobs has become a high-priority policy concern and skills mismatch has become more prominent in an economic crises. Many employers report difficulties in finding suitably skilled workers. Although part of these difficulties are related to skill gaps and deficits in specific sectors, occupations and regions, they are mostly explained by factors other than skills, such as uncompetitive wages, unattractive working conditions, poor recruitment policies and/or mismatch between the location of skills and jobs. http://www.weforum.org/reports/matching-skills-and-labour-market-needs-building-social-partnerships-better-skills-and-bette
How can Local Skills Strategies help Low Earners?	The Joseph Rowntree Foundation	February 2014	The report notes that low-wage jobs tend to have limited demand for skills and opportunities for progression. This affects wages and also the wider quality of work. The authors present an example of a local skills strategy in the shape of the Sheffield City Deal. The aim of this programme is to support a local delivery model enabling smaller firms and ensuring people have skills to match employer demand. It finds that policy needs to address both supply and demand for skills, with the most successful local economies being those with a skilled workforce and competitive firms which make good use of these assets. http://www.jrf.org.uk/publications/local-skills-strategies-help-low-earners
Improving Progression in Low-paid, Low-skilled Retail, Catering and Care Jobs	The Joseph Rowntree Foundation	February 2014	The report highlights how workers in lower-level occupations and on part-time or temporary contracts are less likely to receive work-related training or opportunities to progress, therefore it finds that policy-makers must encourage peer-to-peer learning among employers, and evaluate how interventions such as high performance working practices and Investors in People can better support this agenda. It notes that promoting

			<p>progression at work can only ever be a partial response to the problem of in-work poverty, but it could help to turn 'dead-end' jobs into stepping stones.</p> <p>http://www.jrf.org.uk/publications/improving-progression-low-paid-low-skilled-jobs</p>
Industrial Strategy and the Future of Skills Policy: the High Road to Sustainable Growth	CIPD	February 2014	<p>This report explores the links between low skill levels of UK workers, low productivity and low pay, and considers how government skills growth and innovation strategies might address these challenges more effectively. The authors posit solutions to these problems, including the establishment of a Workplace Commission to research the nature of jobs and improve the quality of employment regulation, and establishing industrial partnerships with responsibility for developing industry-led responses to market failures that encompass the supply, utilisation and demand for skills.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36237</p>
Future of the UK Labour Market	The Joseph Rowntree Foundation	February 2014	<p>The report looks at the links currently within the UK between jobs, skills and poverty. The authors find that: tax and benefit reforms will fail to tackle poverty unless the lower end of the UK labour market is addressed; the UK has a higher number of low-paid, low-skilled jobs than most developed countries and companies must be encouraged to compete more on quality and less on cost; and there must be greater demand for skilled workers from employers, as well as more focus on staff progression and putting existing skills to use.</p> <p>http://www.jrf.org.uk/publications/future-uk-labour-market</p>
The Future of Work: Jobs and Skills in 2030	UKCES	February 2014	<p>This report analyses the future of work - looking at the trends that will shape UK jobs and skills, together with possible disruptions to these trends. The findings of the report indicate that as digitalisation grows, we can expect a significant impact on employment and skills in the decades ahead, at all levels and in all sectors. Work in the future will be increasingly interconnected and network oriented. Employees (and employers) will require the competencies to work across different disciplines, to collaborate virtually, and to demonstrate cultural sensitivity. Successful solutions may be found through combining established disciplines with novel developments, for instance with material sciences and nanotechnologies.</p>

			https://www.gov.uk/government/publications/jobs-and-skills-in-2030
Employment and Skills Strategies in Ireland	OECD	March 2014	<p>This report looks at the range of institutions and bodies involved in employment and skills policies in Ireland, focusing on local activities in the Dublin and South East regions. It can help national, regional and local policy makers in Ireland build effective and sustainable partnerships at the local level, which join-up efforts and achieve stronger outcomes across employment, training, and economic development policies. The report is part of a comparative OECD review of local job creation policies, which explores how countries are putting measures in place at the local level to stimulate quality employment, social inclusion and growth.</p> <p>http://www.oecd-ilibrary.org/employment/employment-and-skills-strategies-in-ireland_9789264207912-en</p>
Engineering Our Future: Stepping up the Urgency on STEM	CBI	March 2014	<p>The report makes the case for action to ensure careers in science, technology; engineering and maths (STEM) are more attractive and easier to access. The authors highlight the importance of STEM skills for growth and jobs, whilst also noting that Britain's advanced manufacturing, creative and environmental industries are already facing skills shortages, particularly in the field of skilled technicians. They suggest a number of solutions to tackle STEM skills shortages, including: a cut in tuition fees for some STEM courses; developing new training routes to progress apprenticeships and retraining to meet the pressing need for skilled technicians; and setting gender diversity targets in schools, colleges and universities to boost women's participation in key subjects such as physics and maths.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36647</p>
The Skills Mismatch	Edge Foundation	March 2014	<p>This report argues that there is a disconnect between the education system of the UK and the needs of the economy, and considers how to address this. The authors report that demand is outstripping supply for graduate engineers, and non-graduate science, technology, engineering and maths (STEM) occupations, and that demand for STEM skills will exceed supply into the foreseeable future. The report highlights the mismatch between young people's career aspirations and the labour market's current and future needs, and how this continues on to higher education. It then discusses the growth of modern apprenticeships. The authors recommend: a greater role for employers in education; impartial guidance for young all young people</p>

			<p>at school and college; more opportunities for hands-on learning at school; high-quality technical and vocational pathways from 14; reinvigorated HNC, HND and foundation degree programmes, led by further education colleges; and better information for young people about the vast range of choice in higher education.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36696</p>
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Training

TITLE	SOURCE	DATE	DESCRIPTION
McKinsey Report Advocates more Access to Vocational Training for Young People	CSD	January 2014	<p>A new McKinsey report on youth unemployment in Europe finds that in the UK, too few young people see the value of vocational and technical education. In their survey, two thirds of UK 16-24 year olds said that society values academic education more highly. McKinsey’s researchers note however that “the UK is the only country surveyed, where recent graduates of vocational courses are more likely to be employed than academic graduates.”</p> <p>http://www.skillsdevelopment.org/news_events/latest_news/research/2014/more_access_to_vet_for_youth.aspx</p>
The Impacts of Vocational Rehabilitation	Ragnar Frisch Centre for Economic Research	January 2014	<p>Based on local variations in vocational rehabilitation (VR) priorities, this report examines the impacts of alternative VR programs on short- and long-term labour market outcomes for temporary disability insurance (TDI) claimants in Norway. The analysis builds on rich and detailed administrative registers covering 345,000 claimants. The report finds that a strategy focusing on rapid placement in the regular labour market is superior to alternative strategies giving higher priority to vocational training or sheltered employment. The authors also found that strategies prioritising subsidised regular education also tend to be relatively successful in terms of final outcomes, but at the cost of protracted periods of benefit dependency first.</p> <p>http://www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=7892</p>
Macroeconomic Benefits of Vocational Education and Training	CEDEFOP	January 2014	<p>This report noted that improvements in workforce skills are essential for European countries to achieve higher economic growth rates and compete effectively against other advanced industrial nations. The analysis provided by the authors in this report shows considerable evidence of a positive relationship between upper-intermediate vocational skills and relative average labour productivity performance, especially in the production sectors. This positive relationship is found to occur primarily in countries, e.g. Germany and Holland, where apprenticeship is common and is stronger when vocational skills are broadly defined to include uncertified skills acquired through employer-provided training.</p> <p>http://www.cedefop.europa.eu/EN/publications/22336.aspx</p>
Young People are Still Actively Discouraged from	CSD	February 2014	<p>New research commissioned by the Edge Foundation shows that schools in England have been discouraging pupils from taking vocational routes, telling them they are</p>

Pursuing Vocational Pathways			<p>'too clever' for vocational education. Furthermore, only 27 per cent of parents judge vocational education to be worthwhile. The study also revealed that those who entered the workplace via a vocational path rated job satisfaction and fulfilment similarly to their academic route colleagues. An earlier report by Skandia, <i>First Steps to Wealth</i> (2012), also suggested that lifetime earnings are comparable between graduates of the two routes.</p> <p>http://www.skillsdevelopment.org/news_events/latest_news/research/2014/young_people_dissuaded_from_vet.aspx</p>
Monitoring ECVET Implementation Strategies in Europe 2013	CEDEFOP	February 2014	<p>This report looks at the European Credit System for Vocational Education and Training (ECVET) in 38 countries/regions and the most important forms of formal VET provision, mainly falling under the responsibility of the national authorities (Ministry of Education, national agencies, national boards of education) involved in the survey. It finds that in the UK although there is a comprehensive architecture for a unitised framework of qualifications, evidence shows that transfer of credit only occurs on a limited basis. In the UK, awarding bodies are responsible for quality assurance processes and recognition. They require assessment to be undertaken by UK trained assessors, so it is unlikely that assessment can be done by the host organisation abroad. However, in Northern Ireland, there are pilot projects, where learning outcomes are transferred between selected countries, such as the mobility excellence project lead by Foyle International in Northern Ireland.</p> <p>http://www.cedefop.europa.eu/EN/publications/22409.aspx</p>
Technical Apprenticeships: Research into Supply and Demand	BIS	March 2014	<p>The study reports on the Apprenticeship system's capacity to meet the demands of employers in STEM sectors both now and in the future. This assessment incorporates an analysis of the key drivers for change and the various constraints on provision. The authors note that at present, supply and demand are finely balanced with concerns expressed by employers that any marked increase in demand, which may arise as a consequence of the economy recovering and major infrastructure projects being commissioned, may result in skills shortages emerging.</p> <p>https://www.gov.uk/government/publications/technical-apprenticeships-research-into-supply-and-demand</p>
Modern Apprenticeships	Audit Scotland	March 2014	<p>This report assesses whether modern apprenticeships in Scotland provide value for money. The authors report a number of findings including : the annual number of new apprentices has increased from around 10,600 in 2008/09 to around 25,700 in 2012/13; that between 2008/09 and</p>

			<p>2012/13, the Scottish Government's annual spending on modern apprenticeships, through SDS, increased from around £60 million to £75 million in real terms; and existing performance measures do not focus on long-term outcomes, such as sustainable employment, making it difficult to measure modern apprenticeships' long-term contribution to national outcomes.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36530</p>
Employer Influence on Apprenticeships	BIS	March 2014	<p>In 2012-13, Ipsos MORI conducted the Apprentice Employer and Learner Surveys on behalf of the Department of Business Innovation and Skills (BIS). While responses from the employer survey revealed high levels of overall satisfaction with Apprenticeships and positive views on their business benefits, they also showed that employer influence over Apprenticeships was limited. The findings showed that only half of employers said they were able to influence the structure, content, delivery and duration of the Apprenticeship <i>before</i> it started, while 58% said they were able to exert influence <i>during</i> the Apprenticeship. A third had no influence either before or during the training. Of particular concern was the proportion of employers – 26% - who reported that they did not have any influence and did not <i>want</i> to influence the Apprenticeship training at all.</p> <p>https://www.gov.uk/government/publications/apprenticeships-employer-influence</p>
Apprenticeships Evaluation: Learners	BIS	March 2014	<p>This report presents the findings of the apprenticeship evaluation apprentice (learner) survey 2012 to 2013. The survey examined the views and experiences of 5,010 apprentices who were currently on an apprenticeship or had finished an apprenticeship programme between August 2011 and March 2012. It also covered a further 4,519 former apprentices who finished their training between 1 and 3 years earlier. The research aimed to monitor how far apprenticeships are meeting the needs of apprentices, and to identify potential aspects of the programme for further improvement. The findings showed that most apprentices were satisfied with their training and would recommend it to others. However there are differences between the different frameworks on offer and the age of the apprentice.</p> <p>https://www.gov.uk/government/publications/apprenticeship-survey-learners</p>
Apprenticeships Evaluation:	BIS	March 2014	<p>This survey examined the views and experiences of 4,009 employers whose employees had finished an</p>

Employer			<p>apprenticeship programme between August 2011 and March 2012. The research aimed to monitor the extent to which apprenticeships are meeting the needs of employers, and to identify aspects of the programme that are under-performing. This will enable the Department for Business, Innovation and Skills (BIS), the National Apprenticeship Service (NAS) and the Department for Education (DfE) to ensure continual improvement and return on investment. The research found that most employers are satisfied with apprenticeships; they see a positive impact on their business from having apprentices. The report shows results from different apprenticeship frameworks and also by the size of the organisation involved.</p> <p>https://www.gov.uk/government/publications/apprenticeships-evaluation-employer</p>
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Further Education

TITLE	SOURCE	DATE	DESCRIPTION
<p>Supporting Young People to Participate in Education and Training</p>	<p>OFSTED</p>	<p>February 2014</p>	<p>This report examines how seven London colleges are attempting to re-engage young people in education and training. The report finds that: all the colleges visited had a wide range of courses that focused strongly on young people’s vocational aspirations; good links with employers played an important role in enriching students’ vocational experience; college leaders were highly committed to engaging disadvantaged young people; lack of effective information sharing between agencies was commonly cited as hindering the identification and successful engagement of young people; and few of the colleges visited compared data on the performance of their different groups of disadvantaged students with data for their student population as a whole. The authors conclude by making recommendations for central and local government and for colleges to improve the engagement of young people in education and training.</p> <p>http://www.ofsted.gov.uk/filedownloading/?file=documents/surveys-and-good-practice/s/Supporting%20young%20people%20to%20participate%20in%20education%20and%20training.pdf&refer=0</p>
<p>Attractiveness of Initial Vocational Education and Training: Identifying what matters</p>	<p>CEDEFOP</p>	<p>March 2014</p>	<p>This study reveals other wider issues that may be crucial to understanding what makes initial VET an attractive option to potential students. It shows that the composition and respective strengths of the labour market, expenditure on vocational education, as well as wider factors such as views of family members, perceptions about the quality of VET and the wider educational context all play a role. The study concludes with several insights on how to influence perceptions of VET.</p> <p>http://www.cedefop.europa.eu/EN/publications/22510.aspx</p>

Higher Education

TITLE	SOURCE	DATE	DESCRIPTION
<p>The graduate market in 2014: annual review of graduate vacancies and starting salaries at Britain's leading employers</p>	<p>Highfliers research</p>	<p>January 2014</p>	<p>This report examines how many leading employers recruited graduates in 2013 and assesses their recruitment targets for 2014. It looks at starting salaries, and the number of paid work experience places available to students and recent graduates and reviews the promotions being used by employers to publicise their graduate vacancies. The report's findings indicate that the UK's leading employers expect to recruit significantly more graduates in 2014; that the biggest growth is expected at public sector employers, accounting and professional services firms, city investment banks, retailers and engineering and industrial companies; and that graduate salaries are expected to remain unchanged for an unprecedented fifth year. The author notes that graduate recruiters have undertaken more promotions through social media, skills training, university careers services, campus brand managers, careers fairs, and recruitment presentations this year, and less advertising in graduate directories and local guides</p> <p>http://www.highfliers.co.uk/download/GMReport14.pdf</p>
<p>Learning from Futuretrack: Studying and Living at Home</p>	<p>BIS</p>	<p>March 2014</p>	<p>This report uses data from the Futuretrack study to investigate the characteristics and outcomes of students who lived at home and away from home while at university. Futuretrack is a longitudinal study of all people who applied in 2005/06 to enter university in the UK during the autumn of 2006. The findings showed that older students were more likely to live at home. Less than 20 per cent of those aged 18 years and under when they applied to university lived at home but around 80 per cent of respondents aged 26 years and over studied while living at home. For students who lived at home, the reputation or level of prestige of the institution was a less important factor in choice of university than for students who lived away from home. Students who lived at home were also less likely to have made use of university guides/league tables, university websites or prospectuses, or to have been influenced by the teaching or reputation of the institution.</p> <p>https://www.gov.uk/government/publications/learning-from-</p>

			futuretrack-studying-and-living-at-home
Research Report: Smarter Regions: Smarter Britain: Boosting Regional Growth Through Universities	Million Plus	March 2014	<p>Smarter Regions Smarter Britain makes clear that imbalances in regional growth in England can be addressed by boosting the role of universities and recommends that the government adopts a new manifesto for the regions. This report provides new statistics highlighting the percentage of graduates who study and work in the same region and uses new modelling from London Economics to assess the economic benefits of these graduates to the regions and the Treasury. The report concludes that there are clear links between participation in higher education and regional growth. The authors suggest that the Government should address the sharp regional differentials in the number of people with degree qualifications. The report suggests that Government should introduce a new stream of funding for translational research, to refocus on innovation voucher and knowledge transfer partnership schemes to boost university-business collaboration and support smaller companies by establishing a Small Business Agency and ensuring that the Business Bank has a regional remit.</p> <p>http://www.millionplus.ac.uk/research-policy/reports/latest-reports/research-report-smarter-regions-smarter-britain-boosting-regional-growth-through-universities</p>
Learning from Futuretrack: Dropout from Higher Education	BIS	March 2014	<p>In this research the author investigates the characteristics of students who did not complete higher education (HE). The study presents data on a variety of characteristics, such as: age; socioeconomic group; subject discipline; ethnicity; family circumstances; prior attainment; and type of institution attended. Key findings of the report include: students with parents who had not been to university were more likely to have dropped out than those with parents who had a university education; students who were older when they entered HE were more likely to have dropped out; and students with parents who worked in either routine or semi-routine occupations were more likely to have dropped out than those with parents who worked in professional and managerial occupations. The results suggest that students who had used fewer sources of advice and gave less positive ratings of career guidance were more likely to have dropped out of HE and concludes that interventions to improve dropout rates should focus on factors from different contexts, such as family, schools,</p>

			<p>and neighbourhoods, which are important for students, and not simply on single factors as independent problems.</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/287689/bis-14-641-learning-from-futuretrack-dropout-from-higher-education-bis-research-paper-168.pdf</p>
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Helping Individuals Acquire Jobs

Routes to Employment

TITLE	SOURCE	DATE	DESCRIPTION
Is Soccer good for you? The motivational Impact of Big-Sporting Events on the Unemployed.	ISL	January 2014	<p>This paper uses the German Socio Economic Panel (SOEP), between 1984 and 2010, to examine the effect of the Euro Cup and the World Cup on the motivation of unemployed individuals to search for employment and on measures of well-being and economic expectations. The results indicate that the unemployed are affected by the soccer tournaments along many dimensions. The author shows that respondents who are interviewed after a tournament have an increased motivation to work but, at the same time, request higher wages.</p> <p>http://www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=7890</p>
Can active Labour Market Policies Combat Youth Unemployment	ISL	January 2014	<p>The purpose of this study is to describe the active labour market tools used to help unemployed youth back into education or employment and to assess the effectiveness of the different measures. The evidence noted in the report suggests that wage subsidy programmes and programmes aimed at enhancing job search efficiency are mostly positive, although there are also studies pointing to the opposite. The evidence for training programmes is more mixed but mostly positive, while for public sector job creation the evidence is less favourable.</p> <p>http://ftp.iza.org/dp7912.pdf</p>
Same but Different: School to work Transitions in Emerging and Advanced Economies	OECD	January 2014	<p>This paper analyses youth labour market outcomes in 16 countries: eight emerging countries and eight advanced economies. In light of this analysis, it also discusses differences and similarities in the policy measures countries have at their disposal to tackle the key emerging challenges. The paper finds that youth in emerging countries are less likely to be employed and more likely to be NEET – neither in employment nor in education and training – than their counterparts in advanced economies. They also tend to leave education earlier and have longer transitions to work, characterized by a higher incidence of NEET and informal employment. In addition, child labour remains common in some emerging countries, with deleterious effects on school achievement.</p> <p>http://www.oecd-ilibrary.org/social-issues-migration-health/same-but-different-school-to-work-transitions-in-emerging-and-advanced-economies_5jzbb2t1rcwc-en</p>

<p>Jobs and Skills: Tackling the Global Unemployment Crises – Preparing for Growth</p>	<p>World Economic Forum</p>	<p>January 2014</p>	<p>This Report produced by the World Economic Forum’s Global Agenda Council on Employment presents a list of recommendations for governments, businesses and trade unions to adopt decisive actions to bring employment to the centre of their agendas. The core message of this document is that decision-makers must give the jobs crisis the attention it deserves. Employment must be the priority for the G20. The authors recommend that in those countries with the fiscal space to do so, action to sustain aggregate demand, with clear commitments to employment, enhancing public investment, special attention to youth employment and well-targeted support, especially for the most disadvantaged young people.</p> <p>http://www.weforum.org/reports/jobs-and-skills-tackling-global-unemployment-crisis-preparing-growth</p>
<p>Unemployment: Rising to the Global Challenge: An Agenda for Policy Makers and Social Partners</p>	<p>World Economic Forum</p>	<p>January 2014</p>	<p>This Report produced by the World Economic Forum’s Global Agenda Council on Employment analyses the need for the global economy to grow in order to create jobs, and the need for jobs in order to sustain economic growth. Jobs and growth enjoy a symbiotic relationship. However, the global economic and employment outlook for the next year are not reassuring, even if the situation varies considerably across countries, with some suffering unbearably high unemployment rates, especially in some segments of the population like the youth. In this context, the case for action is clear. Against this backdrop, this Report presents a series of recommendations for governments, employers and trade unions.</p> <p>http://www.weforum.org/reports/unemployment-rising-global-challenge-agenda-policy-makers-and-social-partners</p>
<p>Pathways to banking: improving access for students from non-privileged backgrounds</p>	<p>Sutton Trust</p>	<p>January 2014</p>	<p>This paper summarises the findings of a study which aimed to understand the educational backgrounds of leaders and entrants into the financial services industry, and to summarise the industry’s efforts to widen its talent pool and improve social mobility. It finds that that over a third of entrants into the financial services sector were educated at independent schools; sixty per cent of leaders in financial services were educated privately; and the educational backgrounds of the youngest and oldest in the sector are remarkably similar, showing that little has changed across generations. The author also identifies three main barriers to entry to students from non-</p>

			<p>privileged backgrounds, namely: financial institutions traditionally restricted recruitment to graduates from top universities; children from low-income families often make poor academic choices early in their careers; and schemes designed to widen access have often been piecemeal, not provided ongoing support and have not been linked to institutions' recruitment processes. The report also explains the pathways to banking framework, and how it aims to: improve social mobility; encourage non-privileged students to consider opportunities in the financial sector; and extend the range of talent considered in recruitment.</p> <p>http://www.suttontrust.com/our-work/research/download/256/</p>
<p>Improving Progression in Low Skilled, Low Paid Retail, catering and care jobs</p>	<p>The Joseph Rowntree Foundation</p>	<p>February 2014</p>	<p>This report examines the progression of low-paid workers in the retail, catering and care sectors of the economy. The report targeted these sectors because of their large low-paid, low-skilled workforces and the rise of in-work poverty as an issue in policy and media discussions. It identifies the particular issues faced by employers in each sector and highlights the need to understand the internal and external drivers of employer behaviour and how different firms respond to them. The author emphasises the importance of clear progression pathways and transparent internal labour markets that are open to all staff, with champions also needed within organisations to establish and sustain progression opportunities for low-paid workers.</p> <p>http://www.jrf.org.uk/sites/files/jrf/employment-progression-skills-full.pdf</p>
<p>Helping Young People into Private Sector Work</p>	<p>The Joseph Rowntree Foundation</p>	<p>February 2014</p>	<p>The following report presents findings from research into the initial labour market experiences of two young people who had recently been NEET (Not in Employment, Education or Training) for significant periods, and the practices of multinational companies in which they worked. The study concludes that employer practices play an important role in shaping the experiences of young people entering the workplace; poverty can increase the chances that young people will encounter practical difficulties when seeking work and in the initial stages of employment and that there is a need for provisions to ensure that young people are equipped with the 'soft' skills sought by many employers.</p>

			http://www.jrf.org.uk/sites/files/jrf/young-people-employment-full.pdf
Constrained work? Job enrichment and employee engagement in low wage, low skill jobs	The Work Foundation	February 2014	<p>This paper explores tension between so-called ‘constrained’ work – characterised by the adoption of Taylorist management principles and ‘constrained’ operating models – and high quality work and cultures of employee engagement. It presents a definition of employee engagement and looks at its benefits and drivers and discusses the impact of the recession on the UK labour market and employees. The author considers obstacles that employees and employers face, which impede the enrichment of jobs and the cultivation of an engagement culture, highlighting the persistence of Taylorist principles of reduced control and high work intensity. The report highlights the following themes which emerged from case studies of call centres that have successfully managed to transform their operating models, and enrich the work of employees, whilst benefitting from enhanced business results: an emphasis on training, development, problem solving and career progression; a focus on team work and participation in business development; relaxed performance measures; external involvement schemes; and flexible working and supporting work-home balance.</p> <p>http://www.theworkfoundation.com/DownloadPublication/Report/350_Constrained%20Work%20Final.pdf</p>
Childmind the Gap: reforming childcare to support mothers in work	IPPR	February 2014	<p>This paper explores the relationship between maternal employment rates and the affordability of childcare and reviews policy and government support for childcare. The author argues that affordability is a vital factor in the choices parents make about work, and that international evidence indicates that there is a considerable link between affordable childcare and increased maternal employment rates. The paper also examines the population of mothers in the UK to identify the main maternal employment gaps and considers whether there is a tipping point of affordability and explores the impact of the availability and flexibility of hours offered. The author argues that reducing the barriers to work for mothers of young children allows families to attain a higher standard of living, and that increasing the rate of maternal employment and the level of full-time employment among mothers of young children has the potential to benefit public finances. The author concludes by recommending expanding affordable childcare for mothers with children aged up to two, for low-skilled parents and for lone</p>

			<p>parents; expanding affordable childcare to parents of three- and four-year-olds and families where the mother is already in work; and moving towards a system that is supply funded and costs families approximately ten per cent of their disposable income</p> <p>http://www.ippr.org/publication/55/11899/childmind-the-gap-reforming-childcare-to-support-mothers-into-work</p>
<p>No More Lost Generations: Creating Construction Jobs for Young People</p>	<p>The Chartered Institute of Building</p>	<p>February 2014</p>	<p>Investigates the barriers to training and employment of young people in the construction industry, and identifies ways to ensure investment in the sector leaves a lasting legacy. The authors consider a number of ways to get more young people into training and employment, including leadership from industry and government, using public sector contracts to boost employment, and matching skills and training with changing needs of industry. The report also provides case studies illustrating how construction employers are getting young people into training and work. It also makes recommendations for improvement, including a revitalised apprenticeship strategy; local authorities mandating an appropriate and effective level of training and employment of young people through planning obligations; and an improved careers service to provide young people with a gateway into the built environment.</p> <p>http://www.ciob.org/sites/default/files/No%20more%20lost%20generations%20report.pdf</p>
<p>In search of good quality part-time Employment.</p>	<p>International Labour Organization</p>	<p>March 2014</p>	<p>This report assesses the current employment conditions of part-time workers in comparison with those of comparable full-time workers across a range of countries. It investigates the barriers to mutually agreed and freely chosen part-time work that meets the needs of both employers and workers. The report finds that there is a labour-market mismatch between the preferences for, and the availability of, part time work, and it is important to differentiate between voluntary and involuntary part-time work. Many part-time jobs are of poorer quality than full-time jobs at most levels. Part-time employment is undertaken largely by women with family responsibilities. This can reinforce gender inequalities unless wider measures are put in place to enhance its quality and to provide other working-time options and infrastructure to support these workers. The recent increase in male part-time employment is mainly among younger and older workers.</p> <p>http://www.ilo.org/travail/whatwedo/publications/WCMS_2377</p>

			81/lang--en/index.htm
Educational Diversity and Knowledge Transfers Via Inter-Firm Labour Mobility	ISL	March 2014	<p>This article contributes to the literature on knowledge transfer via labour mobility by providing new evidence regarding the role of educational diversity in knowledge transfer. In tracing worker flows between firms in Denmark over the period 1995-2005, the authors find that knowledge carried by workers who have been previously exposed to educationally diverse workforces significantly increases the productivity of hiring firms. Several extensions of the authors baseline specification support this finding and show that insignificant effects are associated with the prior exposure of newly hired employees to either demographic or culturally diverse workplaces.</p> <p>http://www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=8033</p>
A Tumultuous Decade: Employment Outcomes of Immigrants in the Czech Republic	International Labour Office	March 2014	<p>This report presents detailed labour market outcomes for immigrant groups in the Czech Republic, focusing on trends according to year of arrival, country of origin, gender, level of education, and sector of employment. The analysis, based on data from the Czech Labour Force Survey, suggests that the challenge of reducing obstacles to immigrant workers' progression into more skilled employment are worth significant policy attention. The report is part of a series that explores the labour market integration of new immigrants in several European Union countries.</p> <p>http://www.migrationpolicy.org/research/tumultuous-decade-employment-outcomes-immigrants-czech-republic</p>
Maternity Leave in the Context of Couples: The Impact of Both Partners' Characteristics and Employment Experiences on Mothers' re-entry into the Labour Market	ISER	March 2014	<p>This research focuses on re-entry for mothers after maternity leave. The empirical analysis focuses on the first twenty-two years of post-reunification Germany. The results of this research show that the re-entry into part-time employment is primarily affected by the mother's own resources and former career, the return to full-time work is more linked to the partner's resources. This behaviour is especially prevalent in families where the mother has a higher earning potential than the father, a group having the highest re- entry chances for mothers, especially into full-time employment. The results concerning the experiences of the unemployed male partner show that mothers try to compensate uncertainties with increased labour force participation.</p> <p>https://www.iser.essex.ac.uk/publications/working-</p>

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Other Labour Market Research

TITLE	SOURCE	DATE	DESCRIPTION
Driving a Generation: Improving the Interaction Between Schools and Businesses	IPPR	January 2014	<p>This report examines secondary school pupils experience with their career services. Their findings show the importance of educating young people early on about both careers and the educational choices they need to make in order to realise their ambitions. The authors offer three main recommendations for how school careers services can be improved: 1) careers service funding should be protected, and schools given more support to provide independent careers advice and guidance; 2) careers advice should be more properly embedded in the curriculum for pupils in years 7-10, pupils should learn more about different careers and routes into them in each subject area; and 3) all secondary schools' careers services should take the lead in developing stronger relationships with major employers in their catchment areas, but businesses - especially those with skills-shortages - need to be proactive participants in this process.</p> <p>http://www.ippr.org/publications/driving-a-generation-improving-the-interaction-between-schools-and-businesses</p>
The Case of Northern Ireland: The Wages of Low Pay is Poverty	NERI	January 2014	<p>In Northern Ireland, as in the rest of the United Kingdom, real wages have been falling since 2008. The data used in this report estimates that average earnings in Northern Ireland, when adjusted for inflation, have fallen by 12% between April 2008 and November 2013. The paper goes on to discuss that an increase in the NMW would produce additional revenue that is likely to be proportionately greater than in other UK regions due to the prevalence of poverty in work within Northern Ireland. The author suggests several policy recommendations, one of these being that the NMW should rise in tandem not only with the cost of living but median or average earnings so as to directly attack low pay and poverty for people at work.</p> <p>http://www.nerinstitute.net/blog/2014/01/09/a-serious-challenge-that-businesses-and-the-governor/</p>
Multinational Employer Perceptions of the UK Workforce	BIS	March 2014	<p>The report explores how the skills of the UK workforce are perceived by multinational employers, both with and without a UK presence. The authors focus on multinational employers in the following countries: France, Germany, Denmark, Netherlands, USA, Brazil, India and China. The report finds that: the UK is rated second out of the countries examined in the report, for the overall skills of its workforce, just behind Germany and just ahead of the USA; in terms of specific skills, multinational employers hold relatively positive perceptions of the UK workforce's team working and motivational skills, and communication</p>

			<p>skills; and the most-mentioned desired improvement to UK workforce skills, for employers both with and without a UK presence, is that of improved training or education opportunities.</p> <p>https://www.gov.uk/government/publications/multinational-employer-perceptions-of-the-uk-workforce</p>
A Fair Deal on Migration for the UK	IPPR	March 2014	<p>The report presents ideas for a new approach to migration policy within the UK, referred to as the 'Fair Deal', and suggests that this approach gives due weight to, and a better balance between, principle, evidence and public consent. It also considers the state of the evidence on migration to the UK and explores public opinion on migration, going on to discuss how to manage migration to make it fair for everyone, within the wider context of economic reform. The author argues that the UK should protect itself from economic migration 'shocks', while preserving free movement in the EU. The authors look at ways to recognise the social and cultural impacts of migration, strengthen integration of migrants into British society, increase immigrants' ability to speak English, support sites of integration (such as schools), encourage settlement and citizenship, and support communities facing immigration pressures. The report recommends the levying of an upfront fee of £200 for the use of free public services, limiting migrants' access to shortage housing, and the construction of a fair asylum process.</p> <p>http://www.ippr.org/publications/a-fair-deal-on-migration-for-the-uk</p>
A Precarious Position: The Labour Market Integration of New Immigrants in Spain	MPI	March 2014	<p>This report assesses how new immigrants to Spain fare in the country's labour market, evaluating the conditions under which they are able to find employment, and their progress out of unskilled work into middle-skilled jobs. One of the findings is that immigrants who arrived before the 2008 recession had little trouble finding work immediately, but those who arrived after 2008 struggled to find work as Spanish unemployment rates skyrocketed. The findings suggest that for many workers, finding middle-skilled work alone isn't enough, and integration policies could aim to help workers transition from the secondary to the primary labour market in order to find their way into more stable employment.</p> <p>http://www.migrationpolicy.org/research/precarious-position-labor-market-integration-new-immigrants-spain</p>
The Future of Immigrant Integration in	MPI	March 2014	<p>This MPI Europe report assesses the degree to which Denmark, France, Germany, and the United Kingdom - relative veterans regarding the reception and integration of immigrants—have mainstreamed integration priorities</p>

<p>Europe: Mainstreaming Approaches for Inclusion</p>			<p>across general policy areas such as education, employment, and social cohesion. It finds that the second and third generation face some (but not all) of the challenges of their parents, especially in relation to educational and employment success, but many of these challenges are not unique to those with an immigrant background. At a time when public budgets are tightening, governments are articulating new strategies to ensure that the needs of all vulnerable groups are met more effectively through mainstream policy change.</p> <p>http://www.migrationpolicy.org/research/future-immigrant-integration-europe-mainstreaming-approaches-inclusion</p>
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Developing and Maintaining the Framework of Employment Rights & Responsibilities

TITLE	SOURCE	DATE	DESCRIPTION
When Work Disappears: Racial Prejudice and Labour Market Penalties	CEP	February 2014	<p>This paper assesses whether racial prejudice and labour market discrimination is counter-cyclical. This may occur if prejudice and discrimination are partly driven by competition over scarce resources, which intensifies during periods of economic downturn. Using British Attitudes Data spanning three decades, the report finds that prejudice does increase with unemployment rates. The authors also find greater counter-cyclical effects for highly-educated, middle-aged, full-time employed men. For this group, a 1%-point increase in unemployment raises self-reported racial prejudice by 4.1%-points. This result suggests that non-White workers are more likely to encounter racially prejudiced employers and managers in times of higher unemployment. Consistent with the estimated attitude changes, the authors find using the British Labour Force Survey that racial employment and wage gaps increase with unemployment. The effects for both employment and wages are largest for high-skill Black workers.</p> <p>http://cep.lse.ac.uk/new/publications/abstract.asp?index=4394</p>
Childmind the Gap: Reforming Childcare to Support Mothers Into Work	IPPR	February 2014	<p>The paper explores the relationship between maternal employment rates and the affordability of childcare and also reviews policy and government support for childcare. It argues that affordability is a vital factor in the choices parents make about work, and that international evidence indicates that there is a considerable link between affordable childcare and increased maternal employment rates. Some of the authors recommendations are; expanding affordable childcare for mothers with children aged up to two, for low-skilled parents and for lone parents; expanding affordable childcare to parents of three- and four-year-olds and families where the mother is already in work; and moving towards a system that is supply funded and costs families approximately ten per cent of their disposable income.</p> <p>http://www.ippr.org/publications/childmind-the-gap-reforming-childcare-to-support-mothers-into-work</p>
Secondary Analysis of the Gender Pay Gap	BIS	March 2014	<p>This paper provides an analysis of the difference between the average earnings of men and women over time. To gain a better understanding of the differences between men and women in the labour market, all analysis has been presented for different age groups, occupation groups, and</p>

			<p>for the relative percentile of earnings within each gender. Some of the key findings are that; in 2013 the gender pay gap was lowest for those in the 10th percentile of earnings (the value which 10% of the population earn less than); the pay gap has consistently been high for those in the skilled trades (plumbers, electricians etc.), & for managers and directors; and also in 2013, the gender pay gap was lowest for those in the youngest age groups. It then increases up to the 40 to 49 year old age group, before falling for the older age bands.</p> <p>https://www.gov.uk/government/publications/secondary-analysis-of-the-gender-pay-gap</p>
Did the NMW change consumption, saving and debt behaviour?	BIS	March 2014	<p>This study looks at the effects of the UK national minimum wage (NMW) on first, the consumption patterns and second, the savings and debt behaviour of households affected by the minimum wage relative to other households. With regards to consumption, a key finding was that around 10% of working households relied on minimum wage workers as their main source of wage income. In around 4% of working households, NMW workers were the only source of wage income and in around 8% of all working age households, NMW workers were the main source of any income. For the savings and debt behaviour, the study finds there is evidence from the Family Resources Survey (FRS) that deprivation on a number of dimensions, notably: being able to heat the house, and being able to save regularly has got appreciably worse over the years of the recession.</p> <p>https://www.gov.uk/government/publications/low-pay-commission-lpc-research-2014</p>
The Impact of Mandatory Entitlement to Paid Leave on Employment in the UK	CEP	March 2014	<p>The report evaluates the impact of the UK Working Time Regulations 1998, which introduced mandatory paid holiday entitlement. The regulation gave most workers the right to a minimum of 4 weeks of paid holiday per year. For employees the author uses complementary log-log regression to account for right-censoring of employment spells. It finds no increase in the hazard to exit employment within a year after treatment. Adjustments in wages cannot explain this result as they are increasing for the treated groups relative to the control. It also evaluates the long run trend in aggregate employment, using the predicted treatment probabilities in a difference-in-difference framework. Here the report finds a small and statistically significant decrease in employment. This effect is driven by a trend reversal in employment, coinciding with the treatment.</p> <p>http://cep.lse.ac.uk/new/publications/abstract.asp?index=4406</p>

<p>The Future Path of the National Minimum Wage</p>	<p>BIS</p>	<p>March 2014</p>	<p>In September 2013 the Secretary of State for Business, Innovation and Skills wrote to the Low Pay Commission requesting a document recommending the rates of the National Minimum Wage from 1 October 2014. This report shows that since the downturn, the NMW has not kept up with inflation; therefore this report highlights the need for the NMW to increase, but its findings show what conditions need to be in place for a rise, and by how much the rise should be. One of the findings is that a rise in the NMW should only occur if: there is an expectation that real wages will rise; there is stable or rising employment; and there is an expectation of sustained economic growth. It also highlights that as the NMW affects small businesses the most, any rise should come in small gradual steps rather than one large increase.</p> <p>https://www.gov.uk/government/publications/the-future-path-of-the-national-minimum-wage-2014</p>
<p>The Influence of the National Minimum Wage on Pay Settlements in Britain</p>	<p>NIESR</p>	<p>March 2014</p>	<p>This report analyses data from the Workplace Employment Relations Survey 2011 to explore the importance of the national minimum wage (NMW) for pay setting in Britain. The authors discuss the concept of pay settlements, and briefly review the published evidence on the effects on the NMW on pay settlements. Key findings include: around a third of all workplaces mention the NMW as an influence on the pay settlement of their largest occupational group; the NMW has an influence on the settlements of at least some workers paid above the NMW; there is evidence that the NMW may be compressing wage differentials; in the private sector, the share of women, part-time and non-British workers are all positively associated with the NMW being mentioned as an influence on pay settlements; and there is little association between workplaces' experience of the recession and whether they mentioned the NMW as an influence on the pay settlement of the largest occupational group.</p> <p>http://niesr.ac.uk/publications/influence-national-minimum-wage-pay-settlements-britain</p>
<p>Women Deserve Better: a Better Deal for Women Aged 50 and Over in Employment</p>	<p>March 2014</p>	<p>UNISON</p>	<p>This report presents the findings of a survey which examined the position of women aged 50 and over in the workplace in the UK, including their employment experience, the extent to which they feel discriminated against, and the difficulties they face in achieving a suitable work-life balance. The authors argue that despite a significant proportion of older women wanting to move to a higher-graded position, many are facing a distinct lack of opportunity for career progression, with only 5.5 per cent reporting that they have good promotion opportunities at their current stage in life. Reports that 7 in 10 women were</p>

			<p>still interested in receiving training, however, fewer than half suggested that they currently have good training opportunities. The report suggests that employers need to do more to recognise older women's training and career development aspirations.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36453</p>
An Assessment of the Changing Use of Flexible Employment and Implications for the National Minimum Wage, including Compliance	NIESR	March 2014	<p>This report presents the findings of research which explored the changes over time in the use of flexible employment and examined the relationship between these changes and the National Minimum Wage (NMW). It looks at how the use of flexible employment has changed during the recent economic downturn and the potential implications of this for the NMW. The authors find that increases in the use of flexible employment have been largely due to factors other than the NMW, and therefore argues that it would be a mistake to assume that employers would increase their use of flexible employment in response to an increased NMW. It suggests that there is also little evidence that the use of flexible employment practices has influenced the ability of organisations which use them to weather the recession. The authors also found that there is evidence that compliance with the minimum wage varies with the use of flexible employment practices, with non-compliance more likely where there was some use of shift-working or employees working part-time.</p> <p>http://niesr.ac.uk/publications/assessment-changing-use-flexible-employment-and-implications-national-minimum-wage-0</p>
Consultation on Zero Hours Employment Contracts: Submission to the Department for Business, Innovation and Skills	CIPD	March 2014	<p>This report presents the results of a consultation by the Chartered Institute of Personnel and Development (CIPD) on zero hours contracts, examining their nature and their use, based on experiences of both employers and workers. It shows that much of the debate in this area has been heavily polarised and unfairly demonised, and that research shows that, in fact, zero hours workers are more likely to be satisfied with the work-life balance compared to employees. The authors suggest that, when used for the right reasons and managed appropriately, zero hours contracts can work well for both employer and individual and support workplace and labour market flexibility that is an important part of the UK's competitiveness.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36559</p>
Ending the Abuse of Zero-Hours Contracts: TUC	TUC	March 2014	<p>The report presents the TUC's response to the UK's government's consultation on Zero Hours employment contracts, stating that the TUC believes that there is a serious problem of growing casualisation, that the rapid</p>

<p>Response to BIS Consultation</p>			<p>growth of zero hours contracts (ZHCs) is of particular concern and that evidence gathered by the TUC reveals that ZHCs are increasingly a conduit for the exploitation of working people. The authors argues that there is a need for the government to legislate to protect ZHC workers and others employed in casual, insecure employment, and that the use of ZHCs benefits employers although recognises that a minority of workers are attracted to the flexibility of ZHCs. The report sets out concerns that the policy proposals under consultation will do very little to address the major forms of abuse experienced by many ZHC workers and sets out policy recommendations that the government should consider.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36550</p>
<p>Zeroing in: Balancing Protection and Flexibility in the Reform of Zero-Hours Contracts</p>	<p>Resolution Foundation</p>	<p>March 2014</p>	<p>This report discusses zero-hours and argues that they should be reformed to ensure that flexibility can be maintained, while at the same time strengthening workers' rights in order to help eradicate misuse. Indicates that 583,000 people are employed on a zero-hours contract in the UK, just fewer than two per cent of the workforce, and that there has been a sharp increase in these contracts since 2012. The authors make a number of recommendations that respond to a range of concerns, including to extend the right to a statement of employment particulars to workers. Concludes that a better balance is necessary, which provides protection and choice for workers, while ensuring flexibility is maintained for employers.</p> <p>http://www.researchonline.org.uk/sds/search/go.do?action=document&ref=B36705</p>

Increasing the level of Research and Development/Innovation

TITLE	SOURCE	DATE	DESCRIPTION
<p>Leadership and the Research Productivity of University Departments</p>	<p>ISL</p>	<p>January 2014</p>	<p>This study provides the first longitudinal evidence consistent with the hypothesis that the characteristics of an incoming chairperson may have an influence upon the subsequent research production of his or her university department. An incoming individual's citations are found to be a strong predictor of later departmental productivity. In contrast, the appointment of a highly-published scholar is in itself not longitudinally predictive of later organisational success. This analysis examines the statistical links between the characteristics of incoming Chairs and the later scientific productivity of their departments. The analysis shows that a longitudinal predictor of a department's future research success is the cumulative number of citations to the incoming Chair's own research (that is, the Chair's research done prior to his or her appointment as head of department). The report finds that this result appears to be a robust one as it holds after controlling for a number of factors, including institutional variables such as income and federal grants, and Chairs' other characteristics, such as their gender, work experience, and publications.</p> <p>http://www.iza.org/en/webcontent/publications/papers/viewAbstract?dp_id=7903</p>
<p>Enhancing Europe's Competitiveness: Fostering innovation Driven Entrepreneurship</p>	<p>World Economic Forum</p>	<p>January 2014</p>	<p>This intermediate report, produced as part of the World Economic Forum's project Fostering Innovation-driven Entrepreneurship in Europe, presents draft analysis and a high-level agenda designed to contribute to Europe's future competitiveness and growth by encouraging new, innovation-driven ventures to be envisaged, created and scaled. First, fostering innovation-driven entrepreneurship in Europe requires a comprehensive view on the entire entrepreneurial life cycle. Second, recognizing the myriad positive efforts, but also the challenge of geographical fragmentation to current entrepreneurship initiatives across Europe, the authors propose a European agenda for effectively promoting innovation driven entrepreneurship. This report highlights these emerging ideas and is designed to spur debate about the most effective ways to improve the conditions for innovation-driven entrepreneurship across Europe.</p>

			http://www.weforum.org/reports/enhancing-europe-s-competitiveness-fostering-innovation-driven-entrepreneurship-europe
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List of Organisations and Research Bodies Monitored

If you are aware of any other bodies that conduct research relevant to this Department but are not covered below, please let the Department know so those can be monitored in future. Contact details are set out on page 1.

Alliance of Sector Skills Councils

www.sscalliance.org

ARK Online Research Bank-

www.ark.ac.uk

Association of Northern Ireland Colleges

www.anic.ac.uk/

Australian Government - Department of Education, Employment and Workplace Relations

<http://www.deewr.gov.au/Pages/default.aspx>

Centre for Economic Performance

<http://cep.lse.ac.uk>

Centre for Economics of Education

<http://cee.lse.ac.uk/pubs/default.asp>

Centre for Economic and Social In conclusion

<http://www.cesi.org.uk/>

Centre for Research on the Wider Benefits of Learning

<http://www.learningbenefits.net/news/newsletters.htm>

CESifo Group Munich

<http://www.cesifo-group.de/ifoHome.html>

Chartered Management Institute

<http://www.managers.org.uk/>

City & Guilds Centre for Skills Development (CSD)

<http://www.skillsdevelopment.org/>

Department for Business, Innovation and Skills

<http://www.bis.gov.uk/>

Department for Education

<http://www.education.gov.uk/>

Department for Employment and Learning

<http://www.delni.gov.uk>

Department for Work and Pensions

<http://www.dwp.gov.uk/>

Economic and Social Research Institute

<http://www.esri.ie/index.xml>

Employment Research Centre, Trinity College Dublin

<http://www.tcd.ie/ERC/index.php>

EngineeringUK

<http://www.engineeringuk.com/>

European Centre for the Development of Vocational Training (Cedefop)

<http://www.cedefop.europa.eu/EN/>

European Commission

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en>

Eurostat

http://epp.eurostat.ec.europa.eu/portal/page/portal/publications/recently_published

EU Skills Panorama

<http://euskills Panorama.ec.europa.eu/>

FAS

<http://www.fas.ie/en/About+Us/Publications+and+Resources/>

Federation of Small Businesses

<http://www.fsb.org.uk/>

Forfás

<http://www.forfas.ie>

Foyer Federation

<http://www.foyer.net/>

FutureSkills Scotland

<http://www.futureskillsscotland.org.uk/web/site/home/NewsEvents/Archive/NewsEventsArchive.asp>

Graduate Market Trends

http://www.prospects.ac.uk/cms/ShowPage/Home_page/Labour_market_information/Graduate_Market_Trends/p!eXbLfa

Higher Education Academy

<http://www.heacademy.ac.uk/resources/publications>

Higher Education Authority Ireland

www.heai.ie

Higher Education Careers Services Unit
<http://www.hecsu.ac.uk/index.htm>

Higher Education Policy Institute
www.hepi.ac.uk

Higher Education Empirical Research Database
<http://heer.qaa.ac.uk/pages/default.aspx>

Higher Education Funding Council for England
<http://www.hefce.ac.uk/pubs/>

Higher Education Funding Council for Wales
<http://www.hefcw.ac.uk/index.htm>

International Labour Organisation (ILO)
<http://www.ilo.org/global/lang--en/index.htm>

Institute for Employment Studies
www.employment-studies.co.uk

Institute for Public Policy Research
<http://www.ippr.org/publicationsandreports/>

Institute for Social and Economic Research (ISER)
<http://www.iser.essex.ac.uk/>

Institute of Leadership Management
<http://www.i-l-m.com/>

Joseph Rowntree Foundation
<http://www.jrf.org.uk>

Manpower Demonstration Research Corporation (MDRC)
<http://www.mdrc.org/index.html>

Million Plus
<http://www.millionplus.ac.uk/>

National Foundation for Educational Research
<http://www.nfer.ac.uk>

National Institute of Economic and Social Research
<http://www.niesr.ac.uk/pubs/pubs.php>

National Research and Development Centre for adult literacy and numeracy
www.nrdc.org.uk

Office for Fair Access (OFFA)

<http://www.offa.org.uk/>

Office for National Statistics (ONS)

<http://www.statistics.gov.uk/hub/index.html>

Office for Standards in Education, Children's Services and Skills (Ofsted)

<http://www.ofsted.gov.uk/>

Organisation for Economic Co-operation and Development (OECD)

www.oecd.org

The Scottish Government

<http://www.scotland.gov.uk/Home>

Scottish Funding Council

www.sfc.ac.uk

Skills Development Scotland

<http://www.researchonline.org.uk/sds/index.do>

Skills Ireland

<http://www.skillsireland.ie/>

Spatial Economics Research Centre

<http://www.spatial-economics.ac.uk/>

UK Commission for Employment and Skills

<http://www.ukces.org.uk/>

Universities UK

<http://www.universitiesuk.ac.uk/Pages/Default.aspx>

The Work Foundation

<http://www.theworkfoundation.com/>

World Economic Forum

<http://www.weforum.org/>