



Centre for Research in Social Policy

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EXCELLENCE
IN
INDEPENDENT
SOCIAL POLICY
RESEARCH AND
EVALUATION

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PREFACE

1999-2000 was another outstanding year for CRSP, which is increasingly acknowledged as one of the leading social policy research centres in Britain. The Centre's research programme has made major contributions to policy and academic debates on, for instance, child poverty and welfare to work. Such pre-eminence is possible because CRSP strives for a balance between more strategic research funded by research charities and the ESRC and applied social research most often funded by Government.

CRSP's programme of research can be categorised under four broad themes: administration of benefits and services; policy evaluation; poverty and social exclusion and work and welfare trajectories. There are many intellectual, methodological and policy links which cross-cut these themes. Indeed, the Centre continues to benefit from the synergy generated by individual members of staff working on projects across these four areas.

Administration of Benefits and Services

CRSP is a leader in research on the delivery of benefits and services. The importance of how policies are implemented and the key role of service delivery in achieving substantive policy objectives are now key features of Government policy.

Much of the work undertaken this year has been on the delivery of Housing Benefit and Council Tax Benefit. Secondary data analysis, for instance, has identified the factors associated with the speed of processing Housing Benefit claims. Another project has explored issues arising from the transfer of most second tier appeals (Review Boards) from local authorities to The Appeals Service, a DSS agency, in April 2001.

The Centre has also continued to research the welfare system for the States of Jersey. A survey of customers of the Employment and Social Security Department will be used to inform a strategic review of the delivery of benefit and welfare services in Jersey.

Policy Evaluation

The Centre is actively involved in evaluating many of the Government's major social policy initiatives, which is currently a particularly exciting and challenging area of social policy research. During the year staff were involved with the evaluations of the Back to Work Bonus; Earnings Top-up; Education Maintenance Allowance; Jobseeker's Allowance; and New Deal for Disabled People. These projects

demonstrate the Centre's ability to undertake evaluations using a variety of (often complex) designs, to blend qualitative and quantitative methods and to work closely with policy customers. The larger scale evaluations also demand considerable project management expertise and collaborative working with colleagues in other centres and institutes.

Three of our evaluations have been completed. Jobseeker's Allowance was a 'before and after' design that showed that people left benefit more quickly under Jobseeker's Allowance than the old benefit regime and that slightly more unemployed people obtained paid work. The Back to Work Bonus research suggests that the small increase in part-time working amongst benefit recipients following the introduction of the Bonus was due to increased awareness of the legitimacy of claiming benefit whilst working. Whilst the Earnings Top-up research, which will be published early in 2001, will inform current policy debates, notably about a possible Employment Credit.

Poverty and Social Exclusion

Ending child poverty and tackling social exclusion have been given a high political and public profile by the present Government and the Centre has an extensive programme of ongoing research in these areas.

Along with the Universities of Bristol and York, and the Office for National Statistics, CRSP has undertaken the innovative Poverty and Social Exclusion Survey of Britain. As well as updating and extending the 'Breadline Britain' poverty studies of the mid 1980s and early 1990s, the survey will provide original and invaluable insights into the extent and meaning of poverty and social exclusion in Britain, as well as contribute to debates about their conceptualisation and measurement. Analysis at CRSP has focused on the circumstances of children and is, for the first time, beginning to investigate the meaning and measurement of social exclusion in children's lives.

Extending our understanding of the impact of material deprivation, the Financial Services Authority commissioned research on children's experiences of money and financial services. Children from excluded and more affluent families have very different experiences of, and understandings about, money and financial services.

International comparative research is

another ongoing key element of our research on poverty and social exclusion. A new project to provide a systematic review of the social protection rights of migrant workers in the U.K., as part of the European Union's Observatory on social security for migrant workers, has extended CRSP's interest in this field. This is in addition to our ongoing project to explore the risk of poverty and social exclusion on particular population groups in six European countries, using dynamic methods of longitudinal data analysis.

Work and Welfare Trajectories

International comparisons are also a key element of the work and welfare trajectories theme. Research has commenced on an investigation of the transference of welfare policies from the USA to Britain. The project, which is sponsored by the ESRC, seeks to explore the role of evidence in the transfer and development of policy. It includes a meta-analysis of US welfare to work experiments, using methodologies developed in the field of medical research. David Greenberg, from the University of Maryland, Baltimore County, has joined CRSP as a Visiting Professor for one year, sponsored by the Rockefeller Foundation, to work on the project.

Another new study, funded by the European Union and Belgian Government, compares models of social protection in Europe. Bringing together teams of researchers in Britain, Belgium, Denmark and Greece, it focuses on how national policies assist or restrict people's movements between states of no financial protection, minimum income, social security and work. The aim is to highlight the implications for policies to promote social inclusion.

Reflecting increasing policy interest in career progression and life long learning and that many people 'churn' between unemployment and brief periods of employment, the Centre was commissioned by DfEE to examine the concept of 'employment sustainability', in order to facilitate the design, assessment and evaluation of labour market policies.

Staff development and training remain a high priority for the Centre. The Centre enjoys a lively start to most weeks in our in-house seminar series that allows colleagues to report on ongoing and completed projects and to focus on methodological issues and

'good practice'. The second 'CRSP writing school' was held, during which staff are given two weeks to draft papers for academic journals, and this was even more successful than last year in terms of articles accepted for publication. This is just one way in which CRSP makes a contribution to the wider social policy discipline but, as with all self-financing research centres, we would like our contribution to be much greater if only resources were available. This is an area to which Government urgently needs to turn its attention. Whilst thorough evaluation of the process, impact and outcomes of Government policy initiatives are vitally important, research centres such as ours also need to be able to undertake the more reflective 'blue skies' projects that are needed to assist the development of social policy in the longer term.

The year has also seen a change in the management team of the Centre. In April 2000 the Centre said a fond farewell to Professor Robert Walker, who has moved to the University of Nottingham. Robert had been Director of CRSP since 1990 and of the DSS core-funded Social Security Unit since 1996. Robert is missed for his intellectual drive and enthusiasm, but CRSP remains in safe and experienced hands. Sue Middleton and Bruce Stafford are, at the time of publication, Acting Co-directors of CRSP and continue with their other management responsibilities. For Bruce this has meant taking over as Director of the Social Security Unit that is core funded by the Department of Social Security. The research and support teams at CRSP, to which all of our success is owed, remains largely intact.

In conclusion, CRSP has had yet another extremely successful, productive and exciting year and starts the new year in a very strong position to continue to fulfil its aim of delivering high quality, independent social policy research.

ADMINISTRATION OF BENEFITS AND SERVICES

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HOUSING BENEFIT ADMINISTRATION AND CLAIMS PROCESSING

Local authorities administer Housing Benefit on behalf of the Department of Social Security. Housing Benefit is an income-based benefit paid to people on a low income to help them meet their rent commitments. Whilst legislation sets a framework for entitlement conditions and benefit rates, local authorities have a relatively high degree of discretion in administering the benefit. Indeed, local authorities differ markedly in the way in which they administer Housing Benefit.

This research examined whether variation in Housing Benefit administrative practice impacted on performance as measured by the speed by which claims are processed. It involved secondary analysis of two datasets: a survey of local authorities conducted by MORI in 1998 (Taper et al., 1998) and administrative data held by the DSS.

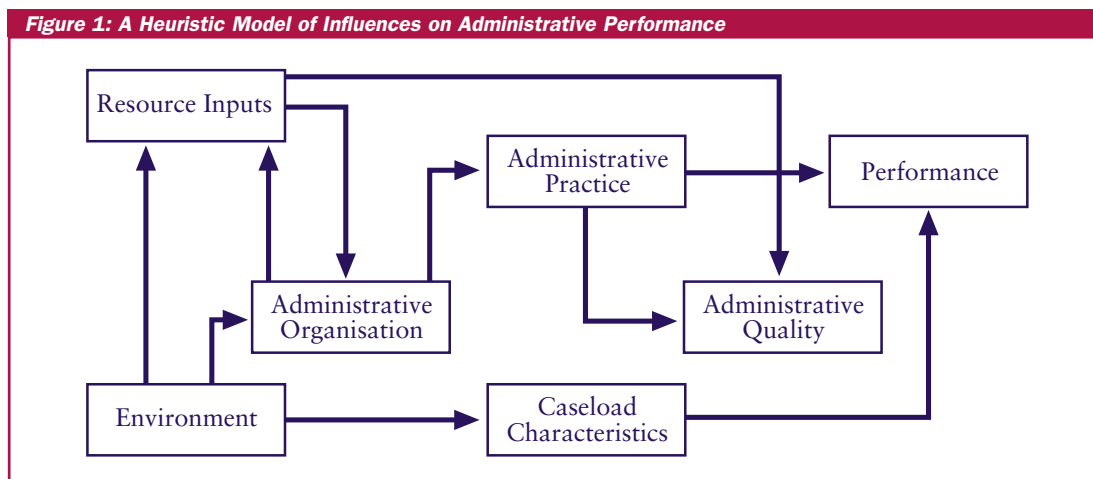
associated with slower processing of claims;

- Where new claims were given a higher priority there was a tendency for there to be a backlog of renewal claims.

These findings suggest that, to improve the speed of processing claims, local authorities should:

- Monitor their performance and conduct accuracy checks;
- Review their methods for delivering training and information to staff;
- Review and manage how pre-award verification checks impact upon the time taken to process claims; and
- Consider giving new and renewal claims equal priority.

Figure 1: A Heuristic Model of Influences on Administrative Performance



A conceptual model (see Figure 1) was used to postulate the relationship between administrative performance and Housing Benefit administration, and this guided the analysis.

The analysis showed that:

- A management regime that emphasised monitoring of performance was associated with 'quick' processing times;
- Training, in terms of both its content and method of delivery, had a crucial effect on speed of processing for rent allowance renewal claims;
- There might be a trade-off between conducting pre-award home visits and quickly processing claims. Conducting pre-award home visits was in some way

However, speed of processing is only one aspect of administrative performance and the impact of any changes on, for example, the accuracy of claims processing, would have to be considered.

References:

Stafford, B., Adelman, L., Trickey, H. and Ashworth, K. (2000) *Housing Benefit Administration and the Speed of Claims Processing*, DSS In-house Report No.69, London: DSS.

Taper, T., Tu, T. and Caughey, A. (1999) *Practice in the Administration of Housing Benefit*, DSS In-house Report No. 55, London: CDS.

COMPLETED

Project Team: Bruce Stafford, Laura Adelman, Heather Trickey, Karl Ashworth

Dates: Jun - Oct 1999

Funder: Department of Social Security

BENEFIT DELIVERY IN JERSEY: A SURVEY OF JERSEY SOCIAL SECURITY CUSTOMERS

The Employment and Social Security Department (ESSD) of the States of Jersey commissioned CRSP to conduct research to explore the experiences of customers who contact the Department. The research aimed to contribute to improvements in customer care and service developments.

A postal survey was designed to gather information from customers about their reasons for contacting the ESSD, the nature and type of contact, as well as some general information about attitudes towards the service received, and preferences for service delivery. After piloting, the questionnaire was sent to a random sample of people drawn from existing Jersey Social Security records.

Background

Although the social security system in Jersey has many similarities to that in Britain, there are some important differences that are relevant to this research. For example, as there is virtually full employment in Jersey, there is no unemployment benefit, although persons unemployed can apply for (discretionary) Parish Welfare.

Parish Welfare is administered at a local level, through one of the 12 Parishes in Jersey. Hence, visitors to the ESSD office are most likely to be in work (or partners of those in work), sick, disabled, or retired. Furthermore, as well as dealing with contributory benefits, the ESSD also deals with a range of other matters (see Box 1). Therefore, the Department's customers are potentially very varied.

All Jersey inhabitants are required to visit the Employment and Social Security Department (for which there is only one office) to obtain their Social Security registration card and their Health Benefits card.

The research findings were presented to the States of Jersey Employment and Social Security Department in December 1999. The research report is currently being used to inform a strategic review of benefit and welfare services in Jersey.

Box 1: Matters dealt with by the States of Jersey Employment and Social Security Department

- Contributory Benefits (eg. Incapacity Benefit, Old Age Pension, Maternity Grant);
- Community Benefits (eg. Family Allowances, Disability Transport Allowance);
- Social Security Registration and Contributions;
- Employment Services (eg. job vacancies, careers services, training information);
- Disability Training and Employment;
- Health Insurance Scheme (subsidy for primary health care);
- Health and Safety at work.

Selected findings

The findings of the research highlighted some important issues, including:

- Over three-quarters of respondents were satisfied in general with the service received, with over half being 'very satisfied';
- The vast majority of people who contacted the ESSD did so by visiting;
- A third of those who had contact had never telephoned the ESSD;
- Up to half of recent claimants had had a claim form returned to them incorrectly completed, or incomplete;
- A significant minority expressed an interest in using the internet to access social security services and information.

COMPLETED

Project Team: Karen Kellard,
Jennifer Beach

Dates: Jul - Nov 1999

Funder: Employment and
Social Security Department
of the States of Jersey

NEW HOUSING BENEFIT PROJECTS

Two new Housing Benefit projects commenced in July 2000

BEACON COUNCIL SCHEME: IMPROVING HOUSING AND COUNCIL TAX ADMINISTRATION

The Government is committed to modernising local government, and the Beacon Council Scheme is one approach used to improve local service provision. Beacon Councils were selected to:

'represent some of the best in local government, leading the way in particular areas of activity that make a real difference to the quality of the lives of local people and to the community as a whole.'

(DETR, 1999, Foreword)

Seven themes covering a range of service delivery areas were chosen for the first year of the scheme. Improving the administration of Housing and Council Tax Benefits was one of them. Twenty nine councils applied for Beacon Council status in this area, and five were successful.

The Beacon Council Support Unit of the Improvement and Development Agency (IDeA) is responsible for co-ordinating the dissemination phase of the scheme. In this phase, the Beacon Councils are holding roadshows and open days, setting up websites and other on-line access, and

accommodating visits, staff exchanges, mentoring, secondments and workshops.

The IDeA has commissioned CRSP to produce the End of Theme Report. This is to identify key learning points and celebrate some of the successful practice brought to light during the dissemination process.

Fieldwork will take place during the summer, and written up during the autumn. The draft report will be submitted in November 2000, with a final report in December 2000.

Reference:

DETR (1999) First Report of the Advisory Panel on Beacon Councils: recommendations to ministers on Beacon Councils, DETR Free Literature, ref. 99 LG0798.

ONGOING

Project Team: Jill Vincent, Barbara Dobson, Denise Goodwin

Dates: Jul - Dec 2000

Funder: Improvement and Development Agency

HOUSING BENEFIT AND THE APPEALS SERVICE

The current system of appeal or review for Housing Benefit has two tiers. The first, internal review, comprises an initial review by local authority officers. The second is a further review by a committee of local councillors, known as a Review Board.

The Government is proposing that from April 2001 most further reviews will be to a tribunal administered by the Appeals Service (an agency of the Department of Social Security). The reform is designed to bring Housing Benefit and Council Tax Benefit into line with arrangements for decision-making and appeals for other benefits.

The DSS commissioned CRSP to provide:

- Information on the level and type of appeals activity in a range of local authorities; and
- Guidance on administrative changes needed for the handover.

The research involves nine case studies of appeals activity in a range of local authorities. Depth interviews are being held with relevant staff, documentation collected and case papers for Review Boards investigated.

ONGOING

Project Team: Yvette Hartfree, Jennifer Beach, Bruce Stafford

Dates: Jul - Oct 2000

Funder: Department of Social Security

POLICY EVALUATION

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UNDERSTANDING THE IMPACT OF JOBSEEKER'S ALLOWANCE

This project sought to evaluate the impact of Jobseeker's Allowance (JSA) which replaced Unemployment Benefit and Income Support for unemployed benefit recipients in October 1996.

Main Findings

Understanding the Rules

There was:

- A slight increase in the proportion of recipients who said they had a good understanding of the benefit rules (46 per cent post-JSA compared to 37 per cent pre-JSA). However, the majority of this increase was gained from those who had a 'fair' understanding of the rules (40 per cent post-JSA compared to 46 per cent pre-JSA);
- An increase in the proportion who believed that benefit would be stopped if a jobseeker was found not to be actively seeking work (an increase from 40 per cent to 50 per cent);
- A slight increase in the belief that checks are made on availability for work; and
- A small decrease in the belief that it is quite easy to convince Jobcentre staff that one is seeking work.

Service Delivery

Employment Service (ES) staff were far more proactive under JSA than they were before. Primarily, this took the form of:

- Asking people what they had been doing to look for work in the last fortnight (increasing from 40 per cent to 58 per cent, pre to post-JSA); and
- Advising people about vacancies (increasing from eight per cent to 21 per cent).

There were also increases in the number of recipients saying they had applied for jobs as a result of the new Employment Service's Fortnightly Review (from 32 per cent to 44 per cent) and who had prepared a curriculum vitae (from one per cent to eight per cent).

Leaving Benefit

Comparing the rate at which JSA recipients left benefit to the previous regime showed that:

- Jobseekers left benefit more quickly under JSA; and
- Slightly more entered work than previously (68 per cent compared to 62 per cent).

Under Unemployment Benefit/Income Support the chances of leaving benefit decreased the longer a person had been claiming. Under JSA a similar decline was seen until after 26 weeks, when the chances of leaving benefit increased to the same level as was seen for those on benefit between 10 and 14 weeks. This 26 week period coincides with the end of the contributory period, the time at which clients can no longer specify the wage levels for which they will work, and they attend their second Restart interview. Any or all of these might explain the reason for this change in the chances of leaving benefit.

Returns to Benefit

There was concern over the possibility that people might be encouraged to leave benefit for jobs to which they were ill-suited. However, no evidence was found to suggest that JSA recipients:

- Moved back onto benefit more quickly than did recipients under the previous regime; nor
- That the jobs JSA recipients took on were 'worse' than those taken by people who had left under the old system.

Overall, it was concluded that over and above any changes caused by improvements in the labour market, the new benefit structures and processes operating under JSA improved benefit delivery and helped some people move more quickly back into work.

Reference:

Smith, A., Youngs, R., Ashworth, K., McKay, S. and Walker, R. with Elias, P. and McKnight, A. (2000) *Understanding the Impact of Jobseeker's Allowance*, DSS Research Report No. 111, Leeds: CDS.

COMPLETED

Project Team: Alison Smith, Rachel Youngs, Karl Ashworth, Stephen McKay, Robert Walker

Dates: Jun 1995 - Mar 2000

Funder: Department of Social Security

PROSPECTS OF PART-TIME WORK: THE IMPACT OF THE BACK TO WORK BONUS

Background

The Back to Work Bonus is a work incentive measure introduced in October 1996. The Bonus is a tax free lump sum, subject to a minimum of £5 and a maximum of £1,000, paid when a Jobseeker's Allowance (JSA) or Income Support (IS) recipient or their partner finds work which results in JSA or IS entitlement ceasing. It derives from earnings from part-time work above the disregard.

The aims of the Back to Work Bonus are to:

- Encourage benefit recipients and their partners to keep in touch with the labour market by taking up, staying in or increasing part-time work whilst claiming benefit;
- Provide an incentive to benefit recipients and partners to move into paid work which takes them off benefit; and
- Help benefit recipients meet the initial financial expenses associated with starting work and so smooth the transition from benefit to work.

Design

A 'before and after' design was used that compared people under the Unemployment Benefit/Income Support system to those claiming JSA or Income Support after the introduction of the Back to Work Bonus. A modelling procedure was used to examine the levels of part-time working whilst claiming (separately for unemployed and lone parent benefit recipients). This procedure attempted to control for labour market effects and predicted levels of part-time work in 1996 that would have been expected if the 1998 labour market had prevailed in 1996.

Benefit Recipients Working Part-time

There was a small increase in the number of unemployed benefit recipients who worked part-time whilst claiming (from 3.3% to 4.4%). However, this increase does not appear to be attributable to the Back to Work Bonus but to the broader changes associated with the introduction of JSA. Women, older recipients and recipients unemployed for between one and two years were the most likely to work part-time whilst claiming benefit in 1998. Increases in part-time work levels between 1996 and 1998

were most notable for couples, people aged 55 or over and recipients unemployed for between one and two years.

However, lone parents on IS appeared unaffected by the introduction of the Bonus: they were no more likely to work part-time in 1998 than in 1996. Many more lone parents were claiming as unemployed in 1998 than in 1996, and these were far more likely to work part-time than were lone parents on IS in 1996 or 1998.

Attitudes to Part-time Work

The most likely reason for the increases in the levels of part-time work whilst signing was an increase in the knowledge that it was a legitimate activity. Advice given by Employment Service Advisers appears likely to underlie some of this increased awareness, particularly for couples.

There was a slight increase in the belief that part-time work whilst claiming could act as a stepping stone into full-time employment, particularly for couples with children and those unemployed for between one and two years. However, older jobseekers and those unemployed for two years or more were less likely to believe in this relationship. Thus, this cannot explain the increases in part-time work observed for these two groups.

Reference:

Ashworth, K. and Youngs, R. (2000) *Prospects of Part-time Work: the Impact of the Back to Work Bonus*, DSS Research Report No. 115, Leeds: CDS.

COMPLETED

Project Team: Rachel Youngs, Karl Ashworth, Laura Adelman

Dates: Mar - Sep 1999

Funder: Department of Social Security

EARNINGS TOP-UP

Regular readers will recall that the Department of Social Security introduced ETU on a pilot basis for three years from October 1996. It was the first, large-scale pilot of a social security benefit ever to be undertaken in Britain. It finished, as planned, in October 1999.

The evaluation is nearly completed. It integrates three complementary approaches. Two were quantitative impact studies: surveys of low paid workers in work and unemployed, and of employers, before and after the introduction of ETU, were carried out by the Policy Studies Institute; and annual, local labour market studies were conducted by the Institute for Employment Research. Substitution and displacement effects and deadweight costs were investigated.

CRSP's contribution was a process evaluation, using qualitative methods. The quantitative analyses focused on whether ETU met its stated goals, while the process evaluation sought to understand why this was so, and how ETU might be adjusted or fine tuned in order better to meet policy objectives. It also ensured that the views of all stakeholders were heard.

CRSP's research had many elements. Panel discussions were held each year with Benefits Agency and Employment Service staff from local offices that delivered ETU and from the central processing unit at Norcross. In-depth interviews were carried out with recipients of ETU and their employers, ex-recipients and unsuccessful applicants, and self-employed recipients. An Interim Report drew together the reports on the first two meetings of the staff panels and the studies of recipients and their employers.

The main task currently is the integration and synthesis of the many studies that have been undertaken. Following a series of four workshops, to which all three research teams and DSS Analytical Services contributed, a synthesis report will explore the work incentive effects of ETU, the effects on employers and employees and on employment and wages. The synthesis report, and reports on all the other elements of the evaluation, will be published in the DSS Research Series early in 2001.

ETU was an income-based, in-work benefit which aimed to encourage single people or couples without dependent children to take up work or remain in work of 16 hours a week or more (people can work up to 16 hours a week while claiming unemployment-related benefit). It was broadly equivalent to the old Family Credit and Disability Working Allowance.

ETU pilot areas

The pilot was based on travel-to-work areas covering four types of labour market: major urban conurbations, large towns, seaside and rural areas:

- Four pilot areas received Scheme A ETU at a lower rate;
- Four matched pilot areas received Scheme B ETU at a higher rate;
- Four matched control areas did not receive ETU.

ONGOING

Project Team: Jill Vincent, Claire Heaver, Simon Roberts, Bruce Stafford

Dates: Oct 1996 - Sep 2000

Funder: Department of Social Security

Reference:

Vincent, J., Abbott, D., Heaver, C., Maguire, S., Miles, A. and Stafford, B. (2000) Piloting Change: Interim Qualitative Findings from the Earnings Top-up Evaluation, DSS Research Report No. 113, Leeds: CDS.

HELPING DISABLED PEOPLE INTO WORK

The New Deal for Disabled People Personal Adviser Service pilot commenced in October 1998 and is to run for two years. The Service aims both to assist disabled people and those with a long-standing illness who want to work to do so, and to help those who are already in work to retain their employment.

The pilot was initially implemented in six pilot areas where the Employment Service (ES) led the Personal Adviser Service. It was extended to six other areas in April 1999 and delivered by partnerships that were led by private and voluntary sector organisations. Over the course of the pilot, all claimants in the target group are sent an invitation to approach the Service. A consortium of five organisations led by CRSP is evaluating the pilot. The evaluation involves a mix of qualitative and quantitative research methods. An interim report, intended to describe and reflect on progress during the early stages of the pilot, was published in December 1999. This covered the first year of the pilot and focused on the emerging findings from the Employment Service-led pilots.

Who Uses the New Service?

Participants are defined as those who have an introductory interview with a Personal Adviser. Participants in the Employment Service areas were on average younger and better qualified than non-participants (see Figure 1), and more likely to have a partner in paid work and access to transport.

Participants had typically had their impairment or health problem for less time than non-participants and consequently had been in work more recently and experienced shorter durations on benefit than non-participants. More were likely ever to have worked and more were actively seeking work.

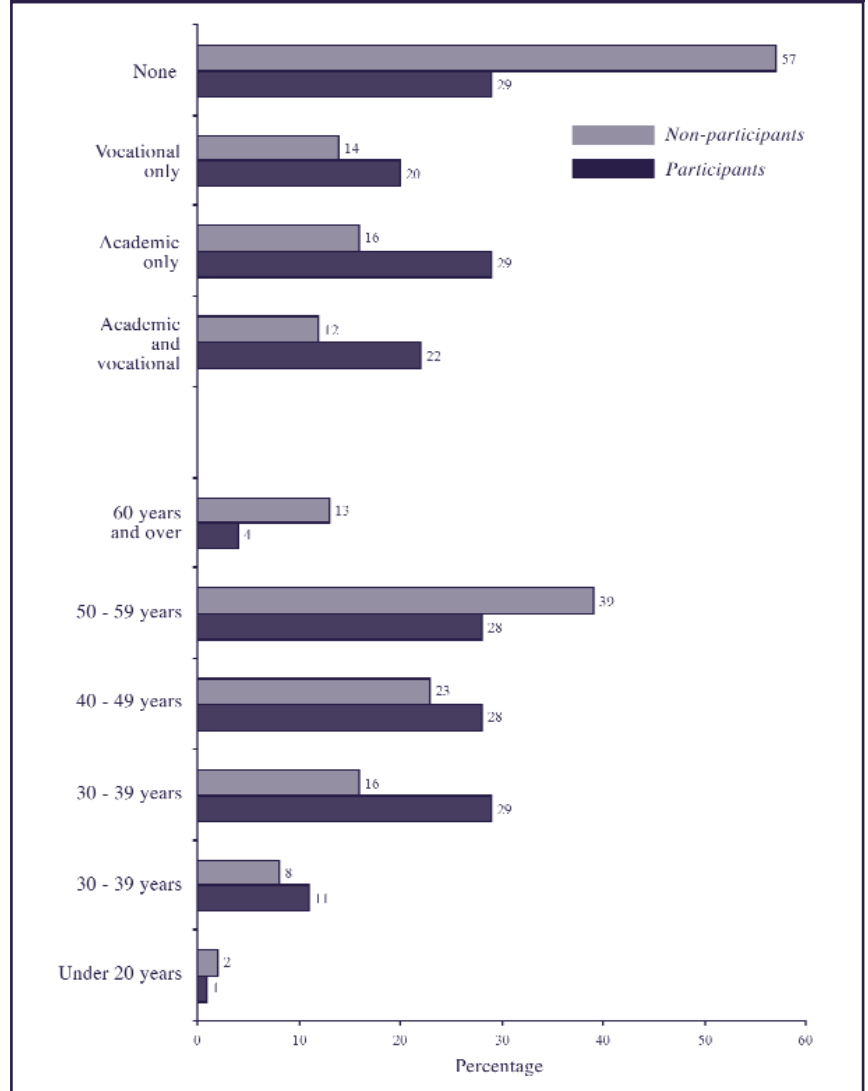
Some Reflections

An active Personal Adviser Service was established early on in each pilot area and, with certain reservations, high levels of satisfaction were recorded among clients. However, uptake of the Service was running at about three per cent of those sent an invitation letter, although almost as many again came forward in other ways. While perhaps take-up of the Personal Adviser Service was lower than anticipated, the fact that very large numbers of non-participants never expected to work suggests that the

Service was reaching a high proportion of disabled people who are able and want to work.

The quality of the interaction between Personal Advisers and their clients is likely to be key to the overall success of the Personal Adviser Service.

Figure 1: Qualification and Age of Participants and Non-Participants



Clients appreciate the opportunity to discuss their employment prospects with knowledgeable experts, and welcome access to training, work experience and other services made available through the Service.

A final report of the evaluation is planned for publication in Spring 2001.

Reference:

Arthur, S., Corden, A., Green, A., Lewis, J., Loumidis, J., Sainsbury, J., Stafford, B., Thornton, P. and Walker, R. (1999) *New Deal for Disabled People: Early Implementation, DSS Research Report No. 106, Leeds: CDS.*

ONGOING

Project Team:
 Julia Loumidis, Rachel Youngs,
 Bruce Stafford, Robert Walker

Dates: Nov 1998 - Dec 2000

Funder: Department of
 Social Security

THE EVALUATION OF EDUCATION MAINTENANCE ALLOWANCE PILOTS

CRSP, together with the National Centre for Social Research, the Institute for Fiscal Studies (IFS) and the Institute for Employment Research (IER) has been commissioned by the Department for Education and Employment (DfEE) to undertake the evaluation of Education Maintenance Allowance (EMA).

EMA is being piloted with a view to raising participation, retention and achievement in post-compulsory education among 16-18 year olds. The EMA is a means-tested allowance paid to 16-18 year olds and, in some areas, to their parents. The pilot provision started in September 1999 and will run for three years. At the end of the pilot, some form of EMA may be extended nationally.

There are four models of EMA which are being piloted in 15 Local Education Authorities (LEAs).

The Four Models of EMA

1. £30 per week plus £50 retention and £50 achievement bonus
2. £40 per week plus £50 retention and £50 achievement bonus
3. £30 per week paid to the parent plus £50 retention and £50 achievement bonus
4. £30 per week plus £80 retention and £140 achievement bonus

There are three main parts to the evaluation.

Direct Experiences of EMA

Qualitative and quantitative methods will be used to evaluate the impact of EMA on those most directly affected – young people and their parents. Two cohorts of young people will be sampled in the pilot areas and a number of control areas. In addition, a parent of each young person in the sample will be separately interviewed at the first wave of each cohort.

A small sub-sample of young people and their parents took part in qualitative interviews in the first year of the evaluation. The focus of these interviews was to understand more about the process by which young people make decisions about post-compulsory education and specifically, about the impact

of EMA on their lives. The same young people will be re-interviewed in 2000/1.

Cohort 1			
Wave 1	Wave 2	Wave 3	Wave 4
Face-to-Face	Telephone	Telephone	Telephone
1999	2000	2001	2002
Cohort 2			
Wave 1	Wave 2	Wave 3	
Face-to-Face	Telephone	Telephone	
2000	2001	2002	

The Context of EMA

In order to measure the differential impact of EMA across the pilot areas it will be vital to understand the context in which it is operating. Contextual information will be collated for each area on an annual basis, to build up a picture of a range of local factors and characteristics.

The manner in which EMA is administered in the pilot areas will also provide invaluable guidance for a possible nationwide implementation of EMA. Annual visits will be made to each of the pilot areas to build up a picture of the operation of EMA.

Leeds and Inner London

The Local Education Authorities (LEAs) in Leeds and Inner London (Lambeth, Southwark, Lewisham and Greenwich) allocated EMA in the first year of pilot provision using contrasting local arrangements. In Inner London eligibility for EMA depended on a young person living in specified electoral wards experiencing high levels of social deprivation. Eligibility within Leeds was determined by a young person's attendance at one of 32 feeder schools in the area, each of which has 20 per cent or more of their pupils eligible for free school meals.

As an alternative to a full quantitative survey in Leeds and Inner London, a minimal statistical evaluation, based on data from the LEAs and local careers services is to be undertaken on an annual basis. This will assess the impact of EMA on participation rates in post-compulsory education. In addition, using a case study approach, a number of schools and colleges will be visited each year to measure the effect of EMA on local attendance and retention rates.

ONGOING

Project Team: Sue Maguire, Sue Middleton, Karl Ashworth, Woon Chia Liu, Claire Heaver, Barbara Dobson, Jay Hardman

Dates: Apr 1999 - Mar 2003

Funder: Department for Education and Employment



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THE EVALUATION OF THE SAFFRON FOOD AND HEALTH PROJECT



NATIONAL
LOTTERY
CHARITIES
BOARD

Liswood Centre
Community Association

The Saffron Food and Health Project (SFHP) was a food project based in a community education centre on the Saffron Lane estate in Leicester. The project used a community development approach to achieve its aims of working with local people to improve eating behaviour, to raise awareness of healthy eating issues and to develop models of good practice. The project was funded for three years by the National Lottery Charities Board and was completed in May 2000.

Community development is a means of achieving the integration of policy and action. It is an interactive and iterative process that involves genuine partnership between local people, local workers and professionals. Key characteristics are that it is flexible and responsive.

The SFHP worked with local people to provide advice about eating for health that was both enjoyable and affordable. Cost was especially important as the majority of people who attended the sessions managed to feed their family on a limited budget. On average, mothers spent between £30 and £35 per week to feed a family of four, that is, they fed each person for approximately £1.16 per day. Other research estimates that a 'low cost but acceptable diet' would cost 30 per cent more (Parker, 1998).

The participants who attended the activities made a number of positive changes to their eating behaviour, which they attributed to the SFHP. The changes included eating more fruit and vegetables, starchy foods and pulses and eating fewer fried foods, processed meats and sweets. However, the nutritional outcomes were only part of the story. In a community development food project, non-food outcomes, as well as the processes by which these were achieved, are as important as any dietary change. This is because social and other factors often determine whether people are prepared and able to make the dietary changes advocated.

Action research is designed to find the most effective way to bring about a desired social change. Action research is a practical tool that aims to solve specific problems by feeding findings into the project on an ongoing basis. This ensures that the project is effective, difficulties are resolved as they arise and local needs are met.

Action research is an attractive research paradigm for evaluating community food initiatives, as the information gathered by the research ensures that the initiative meets the needs of the community. It also helps to ensure the efficient use of resources so as to maximise the effects or impact of initiatives. It engages people who have traditionally been 'research subjects' or 'respondents' as active participants in the research process.

In the SFHP combining community development with an action research approach proved particularly successful, as well as challenging, for all involved. Although the practitioners and researchers had to adopt a different way of working so as to develop activities and initiatives that met local needs, this model offers real potential to avoid 'outsiders ... coming in, running about looking busy and then leaving the place much as they found it.' (Hunt, 1996).

The final report presents findings from the project and discusses both community development and action research. The report is available from CRSP priced £10.

References:

Hunt, K., (1996) *Evaluation Methodologies for Community Development*, Windsor: Centre for Nutrition and Health Promotion.

Parker, H., (ed.) (1998) *The Family Budget Unit, 'Low Cost but Acceptable. A minimum income standard for the UK: families with young children'*, Zacchaeus 2000 Trust.

COMPLETED

Project Team:
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Dates: May 1997 - May 2000

Funder: National Lottery
Charities Board

Evaluating the SFHP

Within community development projects measuring outcomes is often problematic as the definition of 'outcome' will change and evolve as the project develops. To overcome this problem, the SFHP adopted an action research approach.

THE COSTS OF CHILDHOOD DISABILITY

Background

In 1999 the Joseph Rowntree Foundation extended the funding of an earlier study, 'Paying to Care' (Dobson and Middleton, 1998), that described a minimum budget standard which is the minimum amount that parents believed to be necessary to bring up a child with severe disabilities. The purpose of the additional funding was to examine actual spending data collected as part of the original study as well as to explore other aspects of bringing up a child with a severe disability.

How much was spent?

A total of 182 parents recorded their spending on goods and services for their child for seven days; of these, 68 per cent of the children were of school age and 32 per cent were aged under five years. Excluding food, parents spent on average £60.66 per week. Since 85 per cent of families had an income of £300 or less per week, spending this amount on their disabled child accounted for at least one fifth of total family income.

Spending on everyday items accounted for almost two-thirds of parental spending. Everyday items included: activities; clothes; toiletries; medical items; and children's possessions. Figure 1 indicates that the three main items of expenditure were children's possessions (an average of £12.50 per week); clothes (an average of £11.91 per week); and non-school activities (£11.45). Parents spent least on birthdays (an average of £2.02 per week) and Christmas (an average of £3.01).

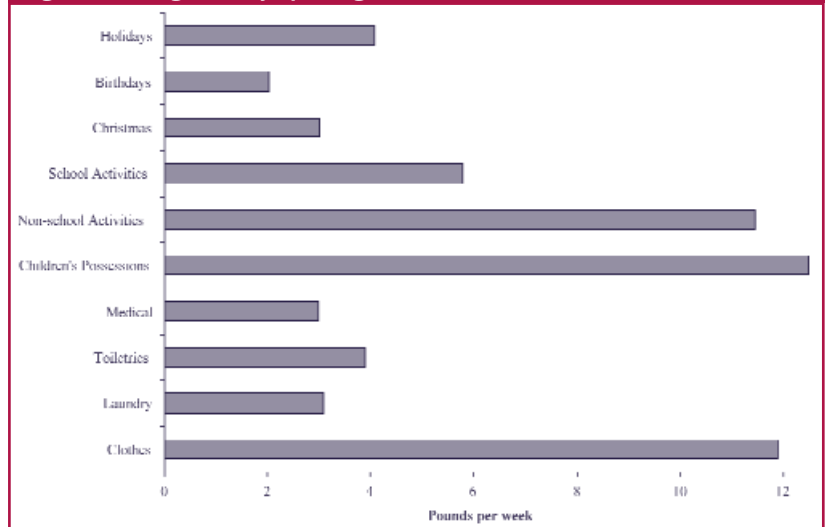
Parents were aware that they spent what they regarded as a considerable amount of money on day-to-day items, but they insisted that the reasons for this were simple; either their child needed more of a particular item and/or it was expensive.

Was this enough?

Comparing parents' actual spending with the budget standards developed by the first part of this study, revealed a shortfall of £51.08 per week. While parents did their best, spending an average of £60.66 per week provided disabled children with only half the goods and services that parents had agreed were essential to achieve a reasonable quality of life. The budget standards suggested that parents actually needed to spend £111.74 per week.

The greatest shortfall between average spending and the budget standards was for children aged less than five years. Average spending for this age group was £55.72 per week and the budget standard was £127.38, a spending deficit of 56 per cent. If this shortfall between spending and the budget standard is taken as an indicator of unmet needs, then this is greatest for children less than five years of age.

Figure 1: Average Weekly Spending



Conclusion

Although the financial situation has improved, in that benefits for disabled children have increased since the research was undertaken, there remains a shortfall between maximum benefit entitlements and the budget standards. The difficulty for parents of disabled children was that, as well as worrying about money, they had other things to 'worry' about as well. The lack of practical and emotional support was compounded by a lack of money and produced particular tensions and difficulties for all involved. The reality for parents was that, while struggling to reconcile the additional financial costs with the needs of their child, they also had to confront new and unexpected experiences. However, despite the difficulties, parents also spoke about the love and joy they received from their child. They stressed that it was not, as one parent said, "just doom and gloom", nor was it about only giving.

Reference:

Dobson, B. and Middleton, S. (1998) *Paying to Care: The Cost of Childhood Disability*, York: Joseph Rowntree Foundation.

COMPLETED

Project Team:
Barbara Dobson,
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Dates: Jul 1999 - Mar 2000

Funder: Joseph Rowntree Foundation

A CYCLE OF DISADVANTAGE?: FINANCIAL EXCLUSION IN CHILDHOOD

CRSP was commissioned by the Financial Services Authority (FSA) to investigate the experiences which children from financially excluded families bring to the classroom and how these relate to teaching about money within schools.

The research involved a mix of qualitative interviews and secondary analysis of existing datasets. Interviews were conducted with 52 primary school-aged children, seven class teachers and three head-teachers. In addition to these interviews, secondary analysis of the 'Small Fortunes' and 'Family Fortunes' datasets was conducted.

Children's experiences of money and financial services, their understanding of financial issues and beliefs about money, and where and how work with money is covered in primary schools are discussed in a report to be published by the FSA in Autumn 2000.

Children's Experiences

The unifying theme that runs throughout is the different experiences of children from less and more affluent families. In direct contrast to children from wealthier families, children from lower income families:

- Had learnt about inconsistent flows of money into the family;
- Had a limited range of experiences with financial services and institutions;
- Were unfamiliar with the services offered by banks and other financial institutions;
- Were often involved in family budgeting and saving;
- Had learnt to replicate their parents' sophisticated budgeting skills;
- Did not receive regular pocket money;
- Had fewer opportunities to handle money in a learning context because of limited school resources; and
- Were more often told that their parent could not afford what they wanted.

Children's Understanding

Perhaps because of their different experiences, children from lower income families' understanding of money also differed from children in wealthier families. Children from poorer families were:

- Less knowledgeable about banking and financial services;
- Less knowledgeable about insurance or of the range of commodities that can be insured;
- More familiar with the range of household bills and how these can be paid; and
- More aware of how much money their family had coming in each week.

Money and Personal Finance Education in Schools

- The National Numeracy Strategy, recently introduced into primary schools, had not currently led to a change in teaching about money, although some teachers believed that the increased emphasis given to money work might improve children's understanding.
- Most teachers discussed the importance of personal finance and some described it as a crucial life skill that should be clearly defined within the curriculum. Most said that it should not be a separate subject taught in isolation but linked to other subjects such as Mathematics and Personal Social and Health Education.

Summary

Children growing up in lower income families have limited opportunities to learn about the mainstream financial world and so some fail to acquire basic financial knowledge and skills. Without intervention, many of these children will move into adulthood with limited knowledge and understanding of the financial world and the cycle of disadvantage will be perpetuated.

COMPLETED

Project Team: Julia Loumidis, Rachel Youngs, Emma Cornwell

Dates: Dec 1999 - Apr 2000

Funder: Financial Services Authority

FAMILY STRUCTURE, LABOUR MARKET PARTICIPATION AND THE DYNAMICS OF SOCIAL EXCLUSION

Background

This six-country comparative study of the risk of poverty and social exclusion entered its third and final year in 2000. The study analyses poverty and social exclusion risks at particular transition points during a person's life course and assesses the effect of government interventions on such risks. The research was funded by the European Union as part of its Targeted Socio-Economic Research Programme. Research teams from Austria, Germany, Greece, Norway, Portugal and the UK were involved in the project. In the UK, CRSP shares responsibility for the research with Department of Social and Policy Sciences at the University of Bath, who also have overall responsibility for the study.

The main objectives of the study are shown below.

Objectives:

- To increase understanding of the processes of social exclusion and social re-insertion in Europe by using an explicitly dynamic approach;
- To examine and compare the extent and impact of poverty and social exclusion among men and women at transitional stages in the life course;
- To establish the ways in which the policies of EU member states affect the risk of poverty and social exclusion during these transitions; and
- To explore the relationship between public and private solidarity in combating poverty and social exclusion associated with life course transitions.

The research focuses on four life-course transitions:

- Transitions to adulthood;
- Transitions in and out of lone parenthood;
- Transitions into ill-health or disability; and
- Transitions into retirement.

Dynamic Analysis

The study uses data from the European Community Household Panel survey (ECHP)

to capture movements in and out of poverty and social exclusion among the transition groups. The ECHP is the only survey that collects comparable data from representative samples of people living in all 15 countries of the European Union. Furthermore, the survey is repeated annually with the same households, thereby allowing a dynamic approach to the measurement of poverty and social exclusion.

A comparative analysis of national policies affecting people undergoing each of the four transitions in the six countries was also undertaken. A book describing the results of the initial policy analysis and the static analysis of the ECHP will be published in 2001 (Heady et al.). A further book focussing on the dynamic analysis is also anticipated in 2001. The final report is to be submitted to the European Commission at the end of the project. The Greek partners will be responsible for the comparative data analysis and it will be CRSP's task to draw out the policy implications of these findings.

Findings

The research highlighted high poverty and material deprivation risks for people in, or moving into, retirement in the UK. Poverty and deprivation rates amongst young adults in the UK, on the other hand, tended to be below the national average, although movements into and out of poverty and deprivation were more frequent, so that over a given time, more people were affected.

The international comparison revealed many differences between the six countries, both in terms of poverty and deprivation rates, and in terms of the characteristics of people in the life course groups at risk. The two Mediterranean countries (Greece, Portugal) and the Central European countries (Germany, Austria) and Norway in many instances shared similar patterns of poverty and deprivation risks amongst transition groups. The UK was set apart from both groups.

Reference:

Heady, C., Barnes, M., Millar, J., Middleton, S., Tsakoglou, P. and Papadopoulos, F. (Forthcoming) *Poverty and Social Exclusion in Europe*, London: Edward Elgar Publishing.

ONGOING

Project Team: Sue Middleton, Laura Adelman, Andreas Cebulla

Dates: Apr 1997 - Oct 2000

Funder: European Union

NEGOTIATING TRANSITIONS TO CITIZENSHIP

The issue of young people and citizenship has once more become a focus of political attention. Revisited in debates about citizenship education, social welfare benefits, and voting-rates, concerns have been raised as to whether young people are 'pulling their weight' and fulfilling their roles as citizens. Underlying these concerns are fundamental questions about what it actually means to be a citizen. This project addresses these issues by representing young people's own voices about their perceptions and experiences of 'real, lived citizenship'. It aims to raise understanding of what citizenship means to young people and of their changing perceptions of themselves as citizens over time.

Funded by the Economic and Social Research Council as part of a national programme of research, the project is a qualitative longitudinal study of 110 young people in Leicester. At the time of recruitment, participants (representing the general population in terms of gender and ethnicity) were aged approximately 16, 19 or 22 years. Participants were recruited to reflect contrasting education and employment backgrounds including, for instance, those with degrees and graduate-type jobs, and those with few or no qualifications who had been unemployed for most of the time since leaving school. Participants will be contacted once a year over three years.

The main research method used is in-depth interviews, supplemented by questionnaires, and the research process is informed by a peer consultation group. A range of topics are considered, although special attention is given to the themes of politics (broadly defined to encompass formal and informal politics) and work (including waged employment, family care work and voluntary work).

The first wave of the project has been completed and the second wave is due to begin during the summer of 2000. Initial findings suggest that:

- Many young people feel excluded from what they perceive it means to be a citizen – by virtue of age if nothing else. The way in which young people perceive citizenship has an impact on their sense of self and on how they identify themselves within society. To feel excluded from citizenship is significant to

feeling marginalised as a person.

- Young people often feel distanced from, and cynical about, formal politics. Informal politics – from more passive, global forms to more active, local forms – offer a far more dynamic arena of political engagement for young people.
- In contrast to common images of youth, the participants in the study are highly motivated towards waged employment and many have experience of charitable and voluntary activities.
- The markedly positive attitude of participants towards meaningful civic engagement points towards areas of untapped community capital, particularly in public housing estates.
- Participants felt they would have benefited from citizenship education in school and support its introduction into the national curriculum. However, curriculum content should focus on practical life skills such as money management as well as the more traditional components of politics and voting.

The research will be of interest to policy-makers, practitioners, academics, and young people.

“...being a right citizen is to be nice and helpful ... not to be judging and nasty and racist and sexist ... life should be about understanding each other and being helpful ... a problem shared is a problem solved. Try and do that instead of suffering with life on your own.”

(unemployed nineteen year old young woman)

ONGOING

Project Team: Noel Smith,
Lynne Cox, Sue Middleton,
Jill Vincent, Ruth Lister

Dates: Jan 1999 - Jan 2002

Funder: Economic and Social
Research Council

THE POVERTY AND SOCIAL EXCLUSION SURVEY OF BRITAIN

Poverty and social exclusion are firmly back on the policy agenda after almost two decades in the political wilderness. The present government has committed itself to a reduction in poverty, particularly among children for whom the target is no less than the complete abolition of poverty within twenty years. Social exclusion has its own unit located at the heart of government in the Cabinet Office. Yet evidence about the extent and depth of poverty and social exclusion in Britain against which the success of government policies can be evaluated is severely limited.

The Breadline Britain surveys of poverty in Britain, undertaken in 1983¹ and 1990², provided an alternative method of defining and measuring poverty to traditional income-based measures. These surveys defined poverty as an enforced lack of socially approved necessities. A sample of adults are asked to say which of a list of items and activities they consider to be necessary for people living in Britain. At a later stage in the survey respondents are asked to identify those items that they go without because of lack of money.

Research teams from the Universities of York and Bristol and CRSP have come together with the Office for National Statistics (ONS) to undertake a refined and updated version of the Breadline Britain studies. The new survey is probably the most ambitious survey of poverty and social exclusion ever undertaken in Britain.

Two stage survey:

1. Summer 1999 ONS Omnibus Survey – Questions to establish ‘democratically’ the list of socially perceived necessities;
2. Autumn 1999 Poverty and Social Exclusion Survey – Interviews with a sub-sample of respondents to the 1999 General Household Survey (GHS).

The two-stage survey design means that the final dataset includes a wealth of information about each household that is collected by the GHS, in addition to the innovative and exciting new measures of poverty and social exclusion contained in the Poverty and Social Exclusion Survey questionnaire summarised below.

The Poverty and Social Exclusion Survey includes modules on:

- Housing;
- Health;
- Time Poverty;
- Social Networks and Support;
- Necessities;
- Finance and Debts;
- Intra-Household Poverty;
- Childhood Poverty;
- Poverty over the Life-Course;
- Absolute and Overall Poverty;
- Area Poverty;
- Crime;
- School;
- Perceptions of Poverty; and
- Activism.

The main report will be published in the autumn of 2000, including chapters on adult poverty, childhood poverty, the growth of poverty and social exclusion³. A number of working papers will coincide with this publication, including those outlined below.

Working Papers to include:

- The necessities of life;
- Socially perceived necessities: the children’s items;
- Poverty, social exclusion and employment;
- Social security, poverty and social exclusion ;
- Debt, money management and access to financial services;
- Poverty and gender;
- Intra-household distribution of poverty and social exclusion;
- Child poverty and social exclusion; and
- Poverty and time.

References:

- ¹ Mack, J. and Lansley, S. (1985) *Poor Britain*, London: Allen and Unwin.
- ² Gordon, D. and Pantazis, C. (1997) *Breadline Britain in the 1990s*, Aldershot: Ashgate.
- ³ Gordon, D. (et al.) (2000) *Poverty and Social Exclusion in Britain*, York: Joseph Rowntree Foundation.

Poverty and Social Exclusion
Survey of Britain ●●● ●

ONGOING

Project Team: Laura Adelman,
Karl Ashworth, Denise
Goodwin, Sue Middleton

Dates: Mar 1999 - Sep 2000

Funder: Joseph Rowntree
Foundation

EUROPEAN OBSERVATORY ON SOCIAL SECURITY FOR MIGRANT WORKERS

The national social security schemes of the member countries of the European Union have been co-ordinated through Regulations (EEC) 1408/71 and 574/72 to ensure that people moving within the EU do not lose their social security rights.

Regulation 1408/71 achieves co-ordination through four main principles:

- Discrimination on grounds of nationality is prohibited;
- Rules are laid down to determine which member country's legislation the person is subject to;
- Rights in the course of acquisition are protected through aggregation of periods of insurance and/or residence spent in each of the respective countries; and
- Rights already acquired are protected by allowing certain benefits to be exported.

Over time the co-ordinating rules have become complex and difficult to interpret as new countries have joined the EU and as new forms of social protection and new modes of financing have been introduced.

Preparations are under way to reform and simplify the regulations. The role of the Observatory is to provide the European Commission with systematic, reliable, up-to-date information on how the regulations work in each of the EU member countries. This information could facilitate the Commission in identifying common problems regarding the operation of the regulations.

Roles of the Observatory

- An overview of the way the social security co-ordinating regulations are applied in the member countries and any difficulties encountered by migrant workers, employers, the various social security institutions, trade unions, courts and advice groups;
- An examination of the application of the four main principles of Regulation 1408/71 (equality of treatment, one applicable legislation, exportability of benefits and aggregation of periods of insurance) through a detailed analysis of the benefits covered;
- Information on relevant national case law as well as pending cases before the national courts and the European Court of Justice;
- An analysis of the impact of the co-ordinating regulations on national legislation; and
- An overview of relevant international agreements.

The National Reports will serve as the basis for a European Report. The information contained in the National and European Reports will assist the European Commission to develop a global picture of the application of the co-ordinating regulations in the member countries.

The Observatory, which is under the direct supervision of the European Commission, is co-ordinated by the Max Planck Institut für Ausländisches und Internationales Sozialrecht in Munich, and consists of national 'experts' from each of the member countries. CRSP is the UK 'expert'.

ONGOING

Project Team: Simon Roberts

Dates: Dec 1999 - Dec 2000

Funder: European Union

WORK AND WELFARE TRAJECTORIES

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CONFRONTING UNEMPLOYMENT: FAMILIES' MANAGEMENT OF RISK IN THE FLEXIBLE LABOUR MARKET

November 1999 saw the completion of this project, which explored attitudes towards private insurance as an alternative or supplement to National Insurance. It investigated perceptions and beliefs that social security policy should seek to increase personal responsibility for insurance against risks (Walker et al., 1995; DSS 1998).

The research focussed on private insurance which offers cover against loss of income in case of illness and/or accident and, more recently, unemployment. Insurance policies of this kind have been available for some years and are most widely sold as Mortgage Payment Protection Insurance (MPPI).

The study included a nationally representative survey of risk perceptions and insurance attitudes; secondary analysis of the British Household Panel Survey (BHPS); and face-to-face depth interviews with waged and unwaged households about their insurance behaviour and attitudes towards the welfare state.

The research concluded that perceptions of the risk of unemployment rarely directly influenced insurance attitudes. Respondents were concerned about unemployment and job security 'in general', but few felt personally at risk of job loss. In fact, most believed that personal skills would make them indispensable at work and would protect them from unemployment. Most were convinced they would also be immediately re-employable.

Decisions against taking out insurance were mostly based on cost and value-for-money considerations. People who felt strongly that unemployment was a major - and unpredictable - societal problem, albeit not necessarily one that would affect them, were most inclined towards private insurance or MPPI. Cost consideration influenced product choice, but only moderately, and after the decision to purchase insurance was taken.

The longitudinal analysis of the BHPS also showed that two in three people in employment failed to foresee that they would be without a job a year later, or at some stage during the 12-month period. For many amongst them, events such as illness in the family contributed to their being without a job or having to give up work.

Private insurance, such as MPPI, reduced the risk of hardship amongst the

unemployed, although it did not always help avoid it altogether. Waiting periods of up to 60 days before pay out and retrospective payment of insurance benefit at the end, rather than start of a calendar month, increased the risk of financial hardship.

The research was conducted jointly with the Centre for Housing Policy, University of York, led by Janet Ford.

References:

DSS (Department of Social Security) (1998) *New ambitions for our country: a new contract for welfare*, London: The Stationery Office.

Walker, R., Shaw, A., and Hull, L., (1995), 'Responding to the Risk of Unemployment', in Association of British Insurers (ed.), *Risk, Insurance and Welfare: The Changing Balance between Public and Private Protection*, pp. 37-52. London: AB.

COMPLETED

Project Team: Robert Walker,
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Dates: Nov 1996 - Nov 1999

Funder: Economic and Social
Research Council

EMPLOYMENT SUSTAINABILITY: THINKING ABOUT A NEW POLICY AGENDA

There is an increasing policy emphasis being given to the longer-term objective of helping people to move into sustainable jobs. This is amidst the concern that a significant proportion of people experiencing unemployment do so repeatedly, with intermittent spells of work between – work which is often poorly paid and of poor quality, with limited opportunity for progression.

Employment sustainability embraces a common sense meaning and is thus best defined as: ‘the maintenance of a stable or upward employment trajectory in the longer term’

The concept of employment sustainability is closely related to employability. It incorporates individual attributes, labour



The research objectives were to:

- Explore patterns of employment retention;
- Define ‘employment sustainability’ in the context of labour market policy;
- Identify factors that may hinder or enhance individual’s chances of staying in, or progressing in, work; and
- Explore ways of measuring employment sustainability.

market characteristics and employer behaviour. In addition, there are other associated concepts, such as job stability, job retention, career advancement and economic self-sufficiency. Figure 1 attempts to present graphically the interplay of these related concepts.

Two research reports are due to be published in the Department for Education and Employment’s Research Series.

The research methodology involved an analytic sequence of events, with each informing the subsequent stage. These stages were:

1. Assemble literature and research evidence about employment sustainability and associated concepts and issues;
2. Gather informed opinion and experience from key agents and policy actors, via qualitative interviews (see Box 1);
3. Creative exploration of existing datasets (including the British Household Panel Survey and the Jobseeker’s Allowance dataset); and
4. The development of a framework to inform policy design, assessment and evaluation.

Box 1: In-depth Interview Respondents

5	Representatives of UK Government Departments
4	Labour market academics and researchers
3	Employment Service advisers
2	Careers specialists
2	Employers
8	Policy makers and researchers in the United States of America

COMPLETED
 Project Team: Karen Kellard, Robert Walker, Karl Ashworth, Woon Chia Liu, Marilyn Howard (Freelance Researcher)
 Dates: Oct 1999 - Mar 2000
 Funder: Department for Education and Employment

JOB RETENTION IN THE CONTEXT OF LONG-TERM ILLNESS

Maximising job retention is important because there is a high cost to society, insurance companies and employers of people leaving the workforce due to ill-health. For the individuals concerned, leaving work can weaken their sense of self-esteem and undermine their independence. As a contribution to a seminar organised by the Joseph Rowntree Foundation and the Department for Education and Employment, the Department of Social Security commissioned a review paper from CRSP. The paper reviews a number of conceptual and definitional issues, outlines some of the available data on sickness absence, injuries and incapacity benefits, and discusses some of the barriers to retaining a job and reasons for exits from the workforce.

The review concluded that:

- A more flexible concept of incapacity is required which recognises the wider personal, social and economic barriers that people with long-term illness and disability may confront, as well as their medical situation;
- Our knowledge of job retention in the context of long-term illness and impairment is limited by a lack of up-to-date data at the micro level;
- The available data does, however, suggest that those most likely to be at risk of losing their jobs due to long-term illness or impairment are: males; older workers; people working in the public sector, construction, transport and communication, and manufacturing industries; blue collar workers; and people suffering musculoskeletal disorders, stress, depression or anxiety and related illnesses, and circulatory disorders;
- Most periods of sickness absence are for relatively short periods of time. Data for 1995/96 (the most recently available) show that four out of ten (41 per cent) people had a period of sickness absence that lasted less than one week (see Table 1). However, of the 4.4m recipients of Statutory Sick Pay in 1995/96, approximately a quarter were absent for more than five weeks and a tenth for more than 13 weeks; and that

- There are formidable institutional and structural barriers to be overcome if those with a long-term illness and/or impairment are to have the opportunity to retain their jobs.

The paper, *'Long-term Illness and Impairment: Who needs help with job retention?'*, will be published along with the other contributions to the seminar by the Department for Education and Employment.

Table 1: Distribution of Lengths of Periods of Statutory Sick Pay, 1995/6

Number of Weeks	Number of Employees (,000's)	Percentage (%)
up to 1	1841	41
1-2	812	18
2-3	397	9
3-4	255	6
5-6	302	7
7-8	190	4
9-12	207	5
13-16	121	3
17-20	79	2
21-27	111	3
28	124	3
All periods	4440	100

Source: Department of Social Security.

COMPLETED

Project Team: Bruce Stafford

Dates: Jan - Mar 2000

Funder: Department of Social Security

UNEMPLOYMENT AND THE INSURANCE COMPENSATION PRINCIPLE IN BRITAIN AND GERMANY

This comparative study was concluded in the course of the year 2000. It was made possible by funding obtained from the Anglo-German Foundation for the Study of Industrial Society. It extended ESRC-funded research on British families' management of risk in the flexible labour market ('Confronting Unemployment') to Germany. The comparative study of Britain and Germany explored the social construction of the risk of unemployment, its relationship to institutional structures and public policy, and private perceptions of this risk in the two countries.

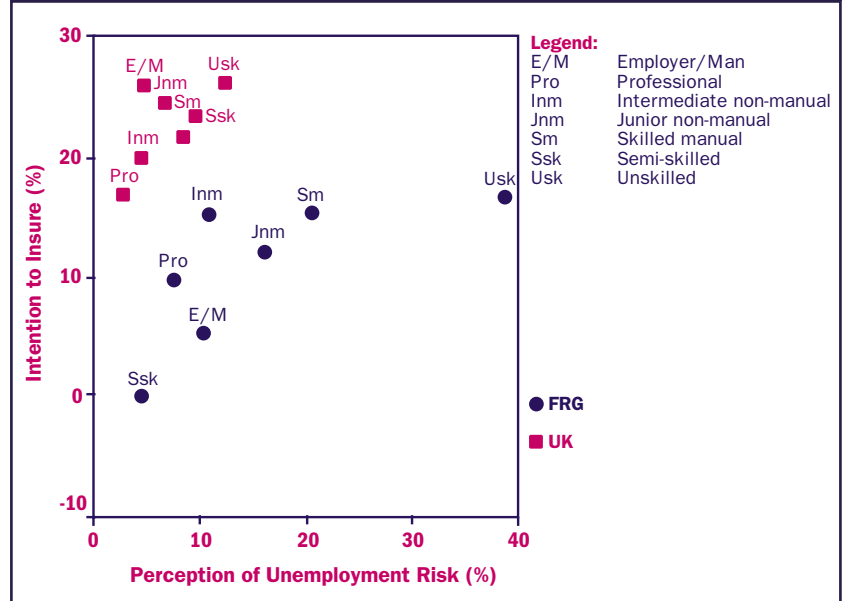
Like 'Confronting Unemployment', the objective of the research was to explore attitudes among working families towards taking out private unemployment insurance, but set in the context of differential social risks of unemployment and different types and levels of protection provided by the German and the British welfare systems. The German study replicated the nationally representative survey of 'Confronting Unemployment' and face-to-face interviews with waged and unwaged households. The German Socio-Economic Panel Survey was also analysed.

The study found profound differences in insurance attitudes between the two countries. Although people in both countries were equally likely to claim to possess private unemployment insurance (5-6% of the working population), people in Britain were about twice as likely to state they would consider taking out such a policy in the future. People from different socio-economic groups were more likely to intend to insure in the future, the more they felt they were at risk of losing their job (Figure 1). In both countries, however, the majority of the working population would decline the option of private unemployment insurance (FRG: 85%; GB: 75%).

'Confronting unemployment' had already concluded that insurance behaviour and attitudes in Britain were not instantly influenced by perceptions of unemployment risk. The comparative study confirmed this for Germany and also found that proposed coping and risk-reduction strategies were different in the two countries. The regulation of the German labour market, especially of working time, appeared to present people there with fewer work-based options.

Insurance attitudes were also clearly affected by perception of provisions under the two countries' National Insurance systems. These were generally perceived to be adequate in Germany, but this was much less so in Britain. In both countries, however, people admitted they had only a limited understanding of their entitlement and the operation of their welfare systems.

Figure 1: Subjective Unemployment Risk and Intention to Insure



Insurance attitudes were influenced by a number of other concerns, above all for family welfare, social security fraud and the risk of social exclusion. German and British respondents differed in their assessment of, and confidence or trust in, the private insurance industry. Despite being more positively inclined towards private unemployment insurance, respondents in Britain were more likely to be critical and lacking trust in insurance companies.

The research was managed by Andreas Cebulla and was conducted jointly with Professor Dr. Hubert Heinelt, Technische Universität Darmstadt.

COMPLETED
 Project Team: Andreas Cebulla
 Dates: May 1999 - Jul 2000
 Funder: Anglo-German Foundation

WORKFARE IN INTERNATIONAL PERSPECTIVE

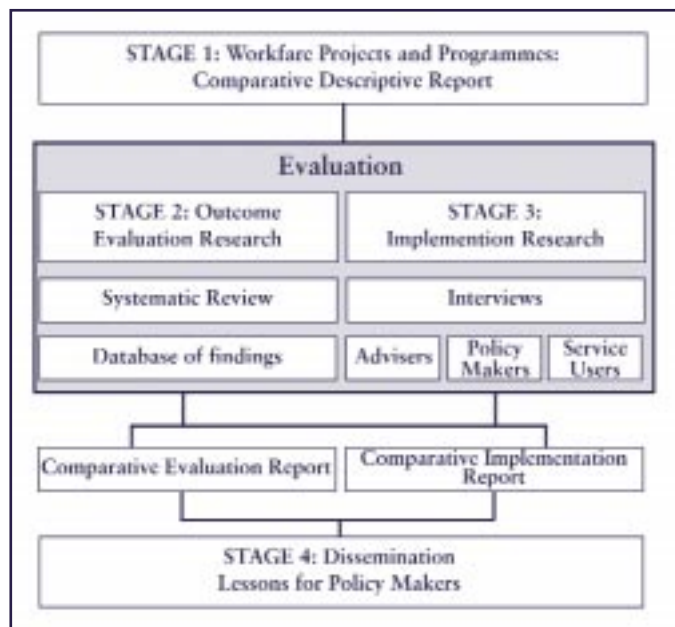
Over the last decade, people without work in countries in the developed world have experienced a shift away from unconditional entitlement to social assistance, towards a greater emphasis on obligations and conditions tied to the receipt of cash benefits. This project compares ‘policies which require people to work in exchange for, or instead of, social assistance benefits’. The research runs over three years and incorporates four stages, stages 1 and 3 are co-ordinated from CRSP, with stages 2 and 4 co-ordinated from FAFO, a research institute in Oslo:

1. Policy description and comparison;
2. Systematic review of research on outcomes;
3. Study of the implementation of programmes; and
4. Lesson drawing and dissemination.

The research covers six European countries (Denmark, France, Germany, The Netherlands, Norway and the UK). With additional funding from the German Marshall Fund, and through collaboration with colleagues at the Urban Institute, Washington D.C., Stages 1 and 4 also include the United States.

The introduction of ‘workfare’ policies indicates a fundamental change in the contract between the state and people who depend on social assistance for their livelihood. However, depending on the way that it is implemented, ‘workfare’ can be viewed as extending or curtailing rights. Where traditional assistance offers income maintenance, workfare can provide an opportunity to participate in activities that may improve the labour market opportunities for individuals in both the long and short run. On the other hand, workfare may be a work-testing tool, reducing the autonomy of individuals whilst offering little in the way of improving labour market integration prospects. Workfare policies can enhance demand as well as supply-side policies when compulsory work takes the form of job creation. Moreover, workfare schemes display substantial variation in terms of administration, the populations they target, the problems they seek to address and the way they go about addressing them.

From the project’s inception, policy makers from all participating countries have had a role in guiding and contributing to the trajectory of the research. Findings from stages 1-3 are to be disseminated in report form prior to an international seminar.



ONGOING

Project Team: Heather Trickey, Noel Smith, Emma Cornwell, Bruce Stafford, Robert Walker

Dates: Dec 1997 - Oct 2000

Funder: European Union

Reference:

Lødemel, I., and Trickey, H. (Forthcoming) An Offer You Can't Refuse: Workfare in International Perspective, Bristol: Policy Press.

WELFARE TO WORK: A CASE FOR EVIDENCE-BASED POLICY MAKING

For perhaps the first time since 1945, welfare reform was a central issue in the 1997 General Election. Labour argued that expenditure on social security needed to be curtailed through reducing the number claiming unemployment and incapacity-related benefits.

In Government, Labour acknowledged the influence of international experience and the imprint of US ideas has been evident in many of the policies that have recently been implemented or announced. However, US research evidence has not been systematically reviewed, and the extent to which evaluative research studies, as opposed to hearsay or promotional 'sound-bites', have influenced policy developments is not known. Furthermore, it is not clear that the conclusions currently drawn from US policies and programmes are valid in research terms.

Research objectives

The use of evidence-based methods is most advanced in medicine. The techniques of systematic review ensure that like is compared with like, while meta-analysis provides a complementary approach that employs statistical techniques to cumulate results from more than one study, to improve robustness and to investigate variation. Recent US evaluations of welfare-to-work initiatives are predominantly based on experimental methods and provide an ideal test-bed for exploring the viability of evidence-based techniques. In summary, the research objectives are to:

- Explore the value of evidence-based research methods as tools for social policy makers;
- Identify features that are critical to effective welfare-to-work interventions;
- Develop an understanding of the way in which British welfare-to-work policy has been influenced by US evidence; and
- Develop a model of the mechanisms by which research evidence is encountered, interpreted and applied in the transfer of policy between jurisdictions.

Research Design

- The tools of evidence-based policy making (systematic review and meta-analysis) are to be applied to the US research evidence to determine the factors associated with the successful implementation of welfare to work strategies.
- A content analysis of public documentation and of qualitative interviews with British policy actors will reveal how, why, and to what extent research evidence informed British policy, and the lessons that were drawn from it.
- Barriers to selecting, interpreting and transferring evidence will be explored. This material will be set alongside the findings of the systematic review and meta-analysis.
- Reasons for divergence from recommendations based on research evidence will be investigated. British and US policy makers will further inform the research by reviewing the implications of the new evidence for future British welfare policy.

Progress

To date, the project has made substantial progress in completing its systematic review and set up an expanding database of welfare to work evaluations.

Professor David Greenberg (University of Maryland, Baltimore County) is supported by the Rockefeller Foundation.



Future Governance:
Lessons from Comparative
Public Policy

ONGOING

Project Team: Karl Ashworth, Andreas Cebulla, David Greenberg, Abigail Davis, Robert Walker

Dates: Jan 2000 - Dec 2001

Funder: Economic and Social Research Council

TRAPS AND SPRINGBOARDS IN EUROPEAN MINIMUM INCOME STANDARDS

This project focuses on the interactions between access to, and exclusion from, minimum income and other social rights, mainly social security and employment. The key question is under what conditions the activation of minimum protection schemes can produce the best results in terms of 'inclusion'. The conceptual framework on which the project builds is a model that distinguishes between four states (see Box 1).

Box 1: Four states of inclusion/exclusion

- Inactivity without protection
- Minimum income
- Social security
- Work

Starting from a static picture (what fraction of the active population in different countries is found in any of these four states) the analysis is focused on the institutional mechanisms that contribute to 'inclusion' (upward mobility between the four states) versus 'exclusion' (downward mobility between the states).

In assessing the impact of social protection regulations on inclusion and exclusion, four main types of social protection systems are compared: Nordic, British, Bismarkian and Southern European. The four countries participating in the project are seen as more or less representative of the four models (see Box 2).

The project's aim is to produce new insights and recommendations to improve access to minimum protection and activation policies. For example:

- What are the links between minimum income, social security and tax policies?
- What are the administrative and legal barriers between minimum income schemes and labour market policies?
- Which groups remain deprived of social protection in the different countries?
- What are the strengths and weaknesses of various European welfare and activation programmes in promoting

upward mobility?

- Can the strengths be combined into one or more European models?
- What would the benefits and costs be of introducing a generalised system of minimum income in countries such as Greece?

Literature reviews in the relevant countries will inform, and be informed by, analysis of the European Community Household Panel. The study is funded by the European Union and the Belgian Government. The partners are CRSP, the Higher Institute of Labour Studies at the University of Leuven in Belgium; the National Labour Institute in Athens and the Danish National Institute of Social Research.

Box 2: Four models of social protection systems

- Belgium can be regarded as an example of a Bismarckian system based on two pillars (insurance and assistance) with fairly non-committal activation policies consisting mainly of financial incentives;
- The British, Beveridgian system is supplemented with strict activation rules and fiscal incentives to work;
- Denmark is probably the most interesting example of a Nordic system linking welfare with activation; and
- Greece represents a Southern model with a weak formal safety net and a strong reliance on the family and the informal sector.

ONGOING

*Project Team: Simon Roberts,
Laura Adelman, Sue Middleton*

Dates: May 2000 - Feb 2001

*Funder: European Union and
Belgian Government*

Laura Adelman

Laura joined CRSP in January 1999. Since that time, Laura has worked on the evaluation of the Back to Work Bonus Scheme and secondary analysis of local authorities' administration of Housing Benefit. She is currently working on two projects; an analysis of key life cycle transitions using the European Community Household Panel Survey; and an exploration of poverty and social exclusion in Britain. Her main research interests include the measurement and impact of poverty and social exclusion, and the living standards of children.

**Karl Ashworth**

Karl joined CRSP as a Research Fellow in April 1991 from the Survey Methods Centre at SCPR. He left in May 1998, but rejoined in January 1999 as Head of Statistical Resources, having responsibility for quantitative training and support and research. Karl's main research interests are in labour market and welfare dynamics, poverty and the application of statistical techniques to longitudinal data. Currently, he is working on the evaluation of the Educational Maintenance Allowance, the survey of poverty and social exclusion and a meta-analytic study of the efficacy of American welfare to work programmes.

Nigel Bilsbrough

Nigel is the Centre's Finance and Resources Manager, with responsibility for all aspects of finance, including budgeting and reporting, and heads the support team. He is also a member of the Centre's Management Team. Outside of the Centre he continues as Minutes Secretary to RAGnet, the Research Administrator's Group Network; is on the Executive Committee of ARCISS, the Association of Research Centres in the Social Sciences; and is Treasurer and a Trustee of the Unit for the Arts and Offenders.

**Julie Birch**

Julie joined the Centre in November 1998 as a Secretarial/Clerical Assistant to the Lifestyles and Living Standards Programme. As well as supporting projects, she now fulfils the role of Personnel and Finance Assistant, providing support to both the Training and Development Officers and the Finance and Resources Manager. In June 2000, Julie successfully gained her Certificate in Personnel Practice and is now a member of the IPD.

STAFF PROFILES

Andreas Cebulla

Andreas is a sociologist by background, with an interest in economic sociology and comparative analysis. He has coordinated two studies of the management of the risk of unemployment in Britain and Germany, funded by the ESRC and the Anglo-German Foundation, respectively. He is contributing to EU-funded research of transitions into adulthood, retirement, lone parenthood and sickness/ill-health in six European countries. He also leads an ESRC-funded systematic review and meta-analysis of welfare to work programmes in the United States.

**Emma Cornwell**

Emma is studying Sociology at the University of Surrey and has spent her third year placement at CRSP. During her time here she has worked on a variety of projects including a customer satisfaction survey for the Jersey social security system, research into children's knowledge of financial issues and a comparative study of transitions into social exclusion in Europe. Emma would like to pursue a research career after completing her degree.

Lynne Cox

Lynne joined CRSP full-time in October 1998 specifically to administer the ESRC-funded project Negotiating Transitions to Citizenship. Lynne also offers some clerical support to the rest of the administrative support team, as well as representing CRSP in her role as health and safety officer.

**Abigail Davis**

Abigail joined the Centre in September 1998 as a Team Administrator, initially providing maternity cover for Sharon Walker and then taking on the role of Lifestyles and Living Standards/CRSP Team Administrator. She returned from her own maternity leave in May 2000 to provide a Research Support service across the Centre.

Barbara Dobson

Barbara joined CRSP in 1992 as a Research Fellow from the University of Stirling. Since joining CRSP she has worked on a number of research projects, most recently around food, low income and children with severe disabilities. She is project leader for the evaluation of Education Maintenance Allowance Transport (EMA(T)) which has recently been sponsored by the DfEE.



Denise Goodwin

Denise is studying Applied Psychology and Sociology at the University of Surrey and has spent her third year placement at CRSP. The projects that she has worked on during the year include an exploration of poverty and social exclusion in Britain, a customer satisfaction survey of the administration of Housing and Council Tax Benefit and research into job retention in the context of long-term illness. After graduating, Denise would like to pursue a career in media research.

David Greenberg (Professor)

David is currently a visitor to CRSP. He is a professor at the University of Maryland, Baltimore County and specialises in labour economics and cost-benefit analysis. He has previously worked for the Rand Corporation, SRI International, and the U.S. Department of Health and Human Services. Much of his research focuses on the evaluation of Government programs that are targeted at the low-income population, especially public assistance, employment, and training programs. At CRSP, he is helping to conduct a meta-analysis of U.S. welfare to work programmes.



Jay Hardman

Jay joined CRSP as a Research Associate in August 2000. He has a background in education policy having worked for Leicester City Local Education Authority and, previous to that, the Open University's Centre for Educational Policy and Management. Jay is currently working on two strands of the Centre's evaluation of the Education Maintenance Allowance - the transport and extensions pilots, which have recently been sponsored by the DfEE .

STAFF PROFILES

Suella Harriman

Suella joined CRSP in 1997 as Secretarial/Clerical Assistant. Since 1999 she has been a Project Administrator and is now also responsible for organising events which staff attend externally or host within the Centre. Suella has also completed Business Studies A-level and will be leaving the Centre in September to continue her studies full-time at University of Central Lancashire to study BA (Hons) Retail Marketing.

**Yvette Hartfree**

Yvette joined CRSP as a Research Associate in July 2000 from MORI where she gained experience in the use of both qualitative and quantitative research methods. Since joining CRSP, Yvette has worked on a qualitative assessment of Housing Benefit appeals activity in local authorities, to inform the transfer of this service to the Appeals Service in April 2001.

Claire Heaver

Claire joined CRSP in February 1997 as a Research Assistant. Since joining, she has undertaken secondary analysis of the Survey of Family and Working Lives and carried out depth interviews for the evaluations of the Housing Benefit Extended Payments Scheme and the Earnings Top-up pilots. She was promoted to Research Associate in February 1999 and is currently working on the evaluation of the Education Maintenance Allowance. Her interests include service delivery issues, attitudes to welfare and qualitative research techniques.

**Karen Kellard**

Karen has worked on a variety of projects in the fields of social security, employment and living standards, using both qualitative and quantitative methods. Recent research includes the use of evidence in welfare to work policy making, and ongoing research in Jersey to develop budget standards. Her research interests include the impact of technology on social security policy and practice, as well as issues relating to food poverty. She is also a tutor at the Department of Social Security's Summer School.

Woon Chia Liu

Woon Chia joined CRSP as a Research Associate in October 1999. She is presently working on the evaluation of the Education Maintenance Allowance Pilots. Her main research interests include the post-16 destinations of young people, the role of government in post-16 provision, factors influencing participation rates and achievement in post-compulsory education, and quantitative research methods. As well as working at CRSP, Woon Chia is currently working towards her PhD at the University of Nottingham.

**Julia Loumidis (Dr)**

Julia leads CRSP's evaluation of the New Deal for Disabled People Personal Adviser pilots. This high profile project involves a multi-method evaluation of policy implementation in 12 pilot areas with a complimentary national survey of disabled people. During the year, Julia has also led research into children's knowledge of financial issues; this required a mix of methodologies and involved a range of sample populations. Her interests include quantitative research methods and the lifestyle and living standards of children.

Sue Maguire

Sue has worked for a number of years as a researcher in the field of employment, education and training. She has conducted research on the youth labour market, notably on the recruitment and selection of young people, and the implementation of government training schemes. Sue is project leader for the evaluation of the Education Maintenance Allowance (EMA) pilots. Combining both quantitative and qualitative research methods this longitudinal study will measure the impact of EMAs on participation, retention and achievement rates in post-compulsory education among 16-18 year olds.

**Sue Middleton**

Sue is Acting Co-director of CRSP. With Bruce Stafford, she has overall responsibility for the management and development of CRSP, and leads programmes of work on poverty and social exclusion and young people's transitions to adulthood. Sue joined CRSP in 1992 and she has developed and worked on a range of projects including the Small Fortunes survey of the lifestyles and living standards of British children and, most recently, the Poverty and Social Exclusion Survey of Britain. Her main research interests are in social policy for children, young people and families, and in the definition and measurement of poverty and social exclusion.

STAFF PROFILES

Simon Roberts (Dr)

Simon's research experience includes UK, European and international social security; migration and social security; international comparisons of public management reforms; the application of Business Process Re-engineering to the NHS; and performance audit. Simon is project leader on 'Traps and Springboards in European Minimum Income Standards'. He is the UK expert on the European Commission's 'Observatory on Social Security for Migrant Workers' and a member of the European Commission's Working Group looking at the impact of globalisation on European social security systems.

**Phil Sadler**

Phil joined CRSP in January 1998 and is responsible for the maintenance and installation of the Centre's IT systems. His skills involve working with Windows 95 and 98, NT Workstation and Novell software. He has a Bachelor of Arts degree with Honours in Business Administration and is currently studying to be a Certified Novell Engineer. Phil also provides support to staff and students in the Department of European Studies.

Noel Smith (Dr)

Noel joined CRSP as a Research Associate in January 1999 to work on a study of young people in Leicester, 'Negotiating Transitions to Citizenship'. Previously, he qualified in social work at Humberside University and received a doctorate in social anthropology from Queen's University, Belfast. His research has included youth homelessness in Hull, and diversity and agency in youth lifestyles in the Irish Republic. Noel's research interests include life-course transitions, human agency and qualitative methodologies.

**Bruce Stafford (Dr)**

Bruce is Director of the Social Security Unit within the Centre. (The Unit is core-funded by the Department of Social Security.) His research interests include the administration and delivery of welfare services, welfare to work, and the links between social security and specific client groups, notably young people, pensioners and disabled people. Since April 2000 he has been Acting Co-director of the Centre with Sue Middleton.

Jill Vincent (Dr)

Jill is Assistant Director of the Lifestyles and Living Standards programme. During the year she was project leader on the evaluation of Earnings Top-up, and a member of the team on the ESRC-funded 'Negotiating Transitions to Citizenship'. Jill continued as Chair of the Trustees of the Unit for the Arts and Offenders, and with supervision of a PhD researching self-help groups. Jill is also Borough Councillor. She works three days a week at CRSP and is retiring at the end of November.



Angela Waite

Angela joined the Centre in November 1999 initially to provide maternity cover for Abigail Davis. Subsequently she was appointed Lifestyles and Living Standards Team Administrator, on a permanent basis. Within the Centre, Angela has responsibility for the marketing and promotion of CRSP.

Sharon Walker

Sharon has held the post of Social Security Team Administrator since its establishment in 1995, having joined CRSP in 1993 as a Secretarial/Clerical Assistant. In addition, she is co-ordinator of the Centre's General Office.



Rachel Youngs

Rachel initially joined CRSP in 1996 as a Research Student. Now a Research Assistant, she has worked on the evaluations of Jobseeker's Allowance and the Back to Work Bonus. Her main interests include quantitative research methods, unemployment and the interaction between the labour market and the social security system. Whilst working at CRSP, Rachel has studied part-time for an MSc in Advanced Research Methods and Statistics at City University, London.

STAFF CHANGES

This year we were sad to see go...

Robert Walker who left his role as the Director of CRSP in March to become Professor of Social Policy at the University of Nottingham

Heather Trickey who left CRSP in May to take up a position at the Inland Revenue in London

Prof. Robert Walker and Prof. Peter Golding (Head of Social Sciences) at Robert's leaving presentation.

***...but pleased to welcome...***

Woon Chia Liu who joined CRSP in October 1999 as a Research Associate

Angela Waite who joined CRSP as maternity leave cover for Abigail Davis in November. She then moved to the position of Marketing Assistant on a permanent basis from May

Abigail Davis who returned from maternity leave in May to fulfil the new position of Research Support

David Greenberg who joined CRSP in January to begin a year's secondment from the University of Maryland, Baltimore County, to work on a welfare to work project

Jenny Beach who re-joined CRSP in June on a temporary basis, following the completion of her degree at Loughborough University

Denise Goodwin and Emma Cornwell who joined CRSP in August 1999 from the University of Surrey as student researchers on a year's placement

Yvette Hartfree who joined CRSP in July 2000 as a Research Associate

Jason Hardman who joined CRSP in August 2000 as a Research Associate

Conferences

'Living at the Edge': conference on young people and social exclusion.
University of Strathclyde, Glasgow.
Paper presented by Noel Smith

'Child Well-being in Rich and Transition Countries'; Luxembourg Income Study Conference, Luxembourg.
Attended by Barbara Dobson

RAGnet Second Induction Workshop: An Introduction to Research Administration.
Burleigh Court, Loughborough University.
Presented by Nigel Bilsbrough

'Work Patterns and their Consequences for Social Security'; EISS conference.
Cyprus.
Paper presented by Robert Walker

'Influence or Irrelevance: Can Social Science Improve Government Policy?'
Church House Conference Centre, London.
Attended by Robert Walker

Healthy Living Centres and Networks Conference.
Leicester.
Keynote speech presented by Jill Vincent

Financial Services Authority Annual Education Conference.
Canary Wharf, London.
Paper presented by Julia Loumidis and attended by Emma Cornwell, Sue Middleton and Rachel Youngs

'From Citizenship to Residence: Access to Social Protection in EU Member States and in the Nordic Countries'.
Helsinki, Finland.
Paper presented by Simon Roberts

'Better Government for Older People'.
Local Government House, London.
Attended by Karen Kellard

'Partnerships for Health, do they work, can we tell?'.
King's Fund conference, London.
Attended by Jill Vincent

'The Effectiveness of Welfare to Work Programmes'.
ESRC Centre for the Microeconomic Analysis of Fiscal Policy, London.
Attended by David Greenberg

'Ending Child Poverty – The 20 Year Target': Child Poverty Action Group conference.
Regents College, London.
Attended by Laura Adelman

RAGnet Tenth Annual Spring Workshop: The Price of Research.
Renfrew, Glasgow.
Attended by Nigel Bilsbrough

'Fostering Youth's Civic Engagement and Participation in Free and Democratic Societies'.
Brown University, Rhodes Island, USA.
Paper presented by Noel Smith

Seminars

Seminar on National Insurance.
Organised by Joseph Rowntree Foundation, London.
Bruce Stafford discussant

'Child Support and Low Income Families'; Family Policy Studies Centre seminar.
London.
Attended by Robert Walker

'Support for Children', CPAG seminar.
London.
Paper presented by Sue Middleton

RAGnet Expert Seminar: Research Administration and VAT.
University of Cambridge.
Attended by Nigel Bilsbrough

Managing Multiple Projects, Objectives and Deadlines.
Nottingham.
Attended by Nigel Bilsbrough

'Will ONE be Effective? Challenges, Opportunities and Pitfalls'.
London.
Attended by Bruce Stafford and paper presented by Robert Walker

'Minimum Income Standards and Poverty Measures'; CPAG seminar.
London.
Attended by Sue Middleton

ESRC Policy Transfer Seminar.
University of Birmingham.
Attended by Andreas Cebulla

British Sociological Association youth subgroup seminar.
Manchester Metropolitan University.
Attended by Noel Smith

IFS Seminar on social security spending.
London.
Attended by Bruce Stafford

DSS Policy Awareness Talk: 'The Government's Poverty Report'.
DSS, London.
Attended by Laura Adelman

ESRC Seminar 'Policy Transfer: Insider and Outsider Perspectives'.
University of York.
Attended by Robert Walker

'Women and Financial Independence'.
Lloyds of London and IPPR seminar.
Attended by Robert Walker

Working Families Tax Credit Evaluation Seminar.
London.
Attended by Robert Walker and Bruce Stafford

'Job retention in the context of long-term illness'; JRF seminar.
London.
Paper presented by Bruce Stafford

AUA seminar: An Introduction to Research Administration.
Aston University, Birmingham.
Presented by Nigel Bilsbrough

Seminar on Poverty and Social Exclusion.
Belfast.
Attended by Bruce Stafford

'Welfare to Work Gateways'; JRF seminar.
Attended by Robert Walker and Bruce Stafford

'The effectiveness of welfare to work programmes' IFS seminar.
Attended by Karl Ashworth, Bruce Stafford and Robert Walker

National Strategy for Neighbourhood Renewal seminar.
Leicester.
Attended by Jill Vincent

ARCISS Seminar.
Loughborough University.
Paper presented by Bruce Stafford on research collaboration. Attended by Nigel Bilsbrough

Seventh International Research Seminar on Issues in Social Security.
Sigtuna, Sweden.
Papers presented by Andreas Cebulla and Simon Roberts. Simon Roberts discussant

EVENTS ATTENDED, PRESENTATIONS AND VISITORS TO CRSP

CLS seminar on employment and disabled people.
London.
Paper presented by Bruce Stafford

RAGnet Expert Seminar: Personnel Issues in Contract
Research Centres, IFS.
London.
Facilitated by Nigel Bilsbrough

Presentations to Government and other policy makers

New Deal for Disabled People Interim Report
Presentation.
London.
Presented by Robert Walker, with Julia Loumidis

Presentation of New Deal for Disabled People Interim
findings, Nuffield Community Care Studies.
Leicester University.
Presented by Julia Loumidis and Bruce Stafford

Presentation of findings from Financial Exclusion and
the National Numeracy Strategy to the Financial
Services Authority.
Presentation given by Julia Loumidis

Employment Sustainability findings presentation to DfEE
Steering Group, National Institute for Social and
Economic Research.
Presented by Karen Kellard

Earning Top-Up Synthesis Workshop 1: 'Take-up'.
DSS, London.
Presentation by Jill Vincent

Earning Top-Up Synthesis Workshop 2 and 3: 'Employer
and Employee Responses to ETU'.
Loughborough University.
Presentations by Claire Heaver and Simon Roberts

Better Government for Older People Qualitative
Evaluation presentation.
DSS, London.
Attended by Karen Kellard

Oral presentation of findings from first year visits to
EMA administrators and stakeholders to DfEE policy
makers.
Presented by Sue Maguire and Malcolm Maguire

Earning Top-Up Synthesis Workshop 4: 'Wage Effects',
Policy Studies Institute.
London.
Presentation by Jill Vincent

Oral presentation of interim findings from first year EMA
quantitative survey data of young people and parents to
DfEE policy makers.
Presented by Sue Middleton

Training courses

Advanced Excel training course.
Loughborough College.
Attended by Nigel Bilsbrough, Julie Birch, Lynne Cox
Abigail Davis, Suella Harriman, Angela Waite, and
Sharon Walker

Access training course.
Loughborough College.
Attended by Nigel Bilsbrough, Julie Birch, Lynne Cox
Abigail Davis, Suella Harriman, Angela Waite, and
Sharon Walker

Loughborough University Staff Development Courses.
Loughborough University.
Attended by Emma Cornwell and Denise Goodwin

Course on Focus Groups, National Centre for Social
Research.
Attended by Lynne Cox and Claire Heaver

Centre for Analysis of Social Surveys Course: Survey
Sampling, National Centre for Social Research.
London.

Attended by Laura Adelman and Rachel Youngs

Interviewing Techniques for Post-graduates.
Loughborough University.
Course led by Karen Kellard and Claire Heaver

Course on Interviewing Skills, National Centre for Social
Research.
Attended by Lynne Cox and Claire Heaver

Other events

Beacon Council Advisory Committee meeting.
London.
Paper presented by Bruce Stafford

ARCISS Executive Committee meeting.
NIESR, London.
Attended by Nigel Bilsbrough

IPPR's launch of the Commission on Public and Private
Partnerships.
KPMG London.
Attended by Robert Walker

Launch of the Government's Strategy for Tackling
Poverty and Social Exclusion.
London.
Attended by Robert Walker

Meeting of trustees of the Unit for the Arts and
Offenders, International Centre for Prison Studies.
London.
Chaired by Jill Vincent and attended by Nigel Bilsbrough

RAGnet Committee meeting.
Birkbeck College, London.
Nigel Bilsbrough Secretary

Meeting with Carey Oppenheim at Policy Unit.
10 Downing Street.
Attended by Robert Walker

ARCISS Executive Committee meeting, NCSR, London,
Attended by Nigel Bilsbrough

ARCISS Dinner.
House of Lords, London.
Attended by Robert Walker and Nigel Bilsbrough

Workshop on European Observatory on Social Security
for Migrant Workers with European Commission (DG V -
Employment).
Brussels, Belgium.
Simon Roberts UK representative

Launch of the Women's Unit Report 'Women's Incomes
Over the Lifetime'
Women's Unit.
London.
Attended by Sue Middleton

COST 15 Working Group 3: Convergence, Subsidiarity
and Trajectories.
Brussels, Belgium.
Paper presented by Simon Roberts

Meeting of Trustees of the Unit for the Arts and
Offenders.
Leicester.
Chaired by Jill Vincent and attended by Nigel Bilsbrough

Launch of findings from the Saffron Food and Health
Project at Linwood Centre.
Leicester.
Presentation by Barbara Dobson and Karen Kellard

RAGnet First Advisory Group Meeting.
Renfrew, Glasgow.
Nigel Bilsbrough Secretary

RAGnet Annual General Meeting.
Renfrew, Glasgow.
Nigel Bilsbrough Secretary

New Deal for Disabled People National Consultation
Exercise.
National Conference Centre, Birmingham.
Paper presented by Bruce Stafford

One week placement in the policy section of the
Department of Social Security.
London.
Julia Loumidis

RAGnet Committee meeting.
TCRU, London.
Nigel Bilsbrough Secretary

Meeting of Trustees of the Unit for the Arts and
Offenders.
Canterbury.
Chaired by Jill Vincent and attended by Nigel Bilsbrough

DSS Summer School.
Cambridge.
Bruce Stafford and Karen Kellard tutors

Visitors to CRSP

Professor Ed Page.
Department of Politics and Asian Studies.
University of Hull

Jonathon Tross.
Centre for Management and Policy Studies.
Cabinet Office

Liza Catan.
ESRC Trust for Study of Adolescence

Maureen Gardiner.
ESRC Research Priorities Board

Leslie Murphy.
Princes Trust

David Turner.
National Youth Association

Simeon Brody.
National Homeless Alliance

David Carter.
Carnegie Young Person's Initiative

Sue Duncan, Jane Sweeting, Julia Chilvers and others.
Department of Social Security

Alistair Darling.
Secretary of State for Social Security

Professor Doctor Hubert Heinelt.
Institut für Politikwissenschaft Technische Universität
Darmstadt

Alexander Rudnick.
Rudnick and Partner Consulting.
Hanover

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