







WP 9 (UoB): Labour Market Transitions

Project:

WORKCARE SYNERGIES was a support action with the aim of disseminating research findings of previous EU Framework Programme projects in the field of work and care. To do this, local information and discussion events were held in Austria, the UK, Denmark, Hungary, Poland, Italy and Portugal.

Information and Discussion Events of the British University of Brighton (UoB) Team:

The British Team at the University of Brighton (UoB) held a total of six events in 2010 and 2011 where it presented selected research findings from EU Framework Programme projects related to labour market transitions and initiated their discussion in a local context. The team also produced a series of films on labour market transitions in Europe that were shown and discussed in various events and posted onto the project homepage. The first films deal with issues around Intersectionality, Equality and Fairness at Work, while the other films deal with issues related to later life transitions.

	18.03.2010	UK	Brighton	Looking at Ageing differently
	10.12.2010	UK	Brighton	Fairness At Work Series: Intersectionality: from Idea to Implementation
	04.02.2011	UK	London	Fairness During Fiscal Austerity: What Does It Mean for Different Groups?
	25.02.2011	UK	Edinburgh	The Changing Context of Retirement
	01.09.2011	UK	Brussels	Presentation of WORKCARESYNERGIES project at ETUI
	04.11.2011	UK	Manchester	Employment and Retirement

Internet Links:

General information about the project, local dissemination themes, all events and their contents can be downloaded from the WORKCARESYNERGIES project homepage (www.workcaresynergies.eu).

Detailed information on events held by the University of Brighton (i.e. working materials, films, power point presentations, summaries of events) can be found on the UoB country page (<http://workcaresynergies.eu/labour-market-transitions/>).

Participants:

Participants in these local information and discussion rounds in the UK were drawn from the business community, including local and national trade unions, local policy makers and significant British NGOS such as the Equality and Human Rights Commission, alongside umbrella organisations representing a wide range of lobby organisations who are members

of the Equality and Diversity Forum. Seminars also included representatives from Age Concern, Brighton and Hove Pensioners' Forum, the National Pensioner's Convention and others; representation from the local council; participants working with older people in adult social care roles; older people themselves; representatives from the British Chamber of Commerce and the British Trade Union Confederation; The Scottish Pre-Retirement Council; Family Watch and the ETUI; the Department for Work and Pensions Redesigning Retirement Division); NGOs (The Age and Employment Network and In My Prime); and institutes concerned with retirement issues (the Life Academy and the Pensions Policy Institute).

Content of the Events:

Three of the events in Brighton, Edinburgh and Manchester focused on understanding Later Life Transitions, and the other three events in Brighton, London and Brussels focused on issues related to households managing care and work transitions. A policy brief summarising the results of a wide range of EU research was made available for all of these discussions (<http://workcaresynergies.eu/wp-content/uploads/2010/12/WCS%20v9.pdf>).

Special Themes discussed in local events:

Seminars were organised to address relevant national debates. Given the introduction of the Equality Act (2010) in the UK, the seminar in Brighton examined the impact of this legislation in relation to the findings from a number of EU research on this issue.

One of the key issues emerging from this workshop was a) the difficulty of obtaining good quality relevant data to address issues of intersectionality and multiple inequalities; b) the emerging pervasiveness of Equality Impact Assessments in public sector organisations.

As public sector cuts were being implemented in the UK the London seminar was held shortly after the Comprehensive Spending Review. At this seminar key issues of the impact of public sector cuts and their consequences for employment in both the public and private sector were discussed with members of the British Chamber of Commerce and representatives from the Trade Union Congress. The session was chaired by Will Hutton a distinguished commentator in this field.

The seminars addressing labour market transitions in later life also focused on issues related to legislative change and the removal of the default retirement age, allowing people to stay on in employment beyond statutory retirement age. These events included both local and international researchers and policy makers. Some of the key themes emerging from these discussions were the consequences of new forms of inequality and their impact on different

sections of the population. Policy debates focused on the direction of policy change and what, if anything was being done to address these growing inequalities, and the likely effectiveness of these measures.

In our discussions, we present selected research findings from the following EU Framework Programme projects:

1. TRANSITIONS, FP5 (2003-2005)

Gender, parenthood and the changing European workplace: young adults negotiating the work-family boundary

[http://www.istworld.](http://www.istworld.org/ProjectDetails.aspx?ProjectId=ee29a0fe4879480287671ca3bbe9aae3&SourceDat)

[org/ProjectDetails.aspx?ProjectId=ee29a0fe4879480287671ca3bbe9aae3&SourceDat](http://www.istworld.org/ProjectDetails.aspx?ProjectId=ee29a0fe4879480287671ca3bbe9aae3&SourceDat)
[abaseId=9cd97ac2e51045e39c2ad6b86dce1ac2](http://www.istworld.org/ProjectDetails.aspx?ProjectId=ee29a0fe4879480287671ca3bbe9aae3&SourceDat)

2. TRANSLAM, FP4 (1996-1999)

Social integration by Transitional Labour Markets: new pathways for labour market policy (This research was subsequently developed into TLM.net (see below)

http://cordis.europa.eu/search/index.cfm?fuseaction=acro.document&AC_LANG=EN&AC_R
[CN=1492101&pid=0&q=8550014896997D6B63BD5EE5685C7441&type=sim](http://cordis.europa.eu/search/index.cfm?fuseaction=acro.document&AC_LANG=EN&AC_R)

3. TLM.net, FP5 (2002-2006)

Managing Social Risks Through Transitional Labour Markets

http://ec.europa.eu/research/social-sciences/projects/130_en.html

4. EQUALSOC, FP6, NoE (2005-2010)

Economic Change, Quality of Life and Social Cohesion

http://ec.europa.eu/research/social-sciences/projects/332_en.html,

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

5. WORKCARE, FP6 (2006-2009)

Social quality and the changing relationships between work, care and welfare in Europe, http://ec.europa.eu/research/social-sciences/projects/232_en.html

http://ec.europa.eu/research/social-sciences/projects/232_en.html;

<http://www.abdn.ac.uk/socsci/research/nec/workcare/>

6. RECWOWE, FP6, NoE (2006-2011)

Reconciling Work and Welfare in Europe

http://ec.europa.eu/research/social-sciences/projects/336_en.html;

<http://www.recwowe.eu/>

The key issues for discussion at these events covered the following topics:

- How legislative change was impacting on equality across the generations
- How legislative change affected different populations and how policy could be developed to effectively address issues of growing inequality
- How new forms of inequality were emerging from economic changes and public sector cuts
- How working hours could be organised to facilitate labour market transitions across the lifecycle
- How effective Equality Impact Assessments were in practice
- What were the consequences of working longer and into retirement for different sections of the population
- How can policy support extending working life
- (family-related) income differences (i.e. gender wage gaps) and their effect on the social security of families and esp. old age security of women/mothers
- Childcare responsibilities, job and household: sharing by partners, family networks, the role of grandparents and especially grandmothers
- Short documentary films on how legislative change was impacting on equality across the generations
- Discussion of research findings and own (local) experiences

Summary of local Discussion Rounds

Looking at Ageing Differently: Old Ship Hotel Brighton 18 March 2010, 1.00-5.00pm

The seminar drew on EU research to address three major questions related to ageing and labour market transitions. The first of these questions was: what can be done to ensure that older people are able to remain in work? Dr Claire Hann from the South East England Development Agency discussed the lessons learned from the region's '40-70 Tomorrow's Workforce' programme for designing mainstream employment support programmes. Dr David Lain discussed research from the UK, USA and Europe on the employment consequences of introducing age discrimination legislation.

The second question was: how is older age likely to change due to advances in medical science? Professor Paul Stenner discussed research on how the ageing of tissue can be dramatically slowed down; and speculated that the consequences of such developments could dramatically change the nature of retirement and the later working life. Finally, Professor Marian Barnes, Professor Paul Stenner, and Lizzie Ward discussed what constitutes a good quality of life in older age.

We had approximately 45 participants including people from NGOs (Age concern, Brighton and Hove Pensioners' Forum, the National Pensioner's Convention and others); representation from the local council; participants working with older people in adult social care roles; older people themselves; and researchers.

Intersectionality: from Idea to Implementation: University of Brighton Business School, 10th December 2010

The aim the seminar was to examine the concept of intersectionality in the management of equality and diversity, to understand how this concept has been institutionalised and translated into legislation and policy, and to explore the consequences of these recent legislative changes in the UK. The seminar drew on EU research to address three key questions: what does the concept of intersectionality mean? How can we monitor multiple inequalities? And how is this being implemented in practice?

For this purpose we invited Prof Mieke Verloo who has also worked on other EU research projects including QUING and MAGEE. We were able to invite speakers from the Equality and Human Rights Commission, as well as attract a number of local speakers from legal firms, the Brighton and Hove City Council, and a range of employers organisations and policy NGOs. Professor Barbara Bagilhole (University of Loughborough) drew on debates in the UK

to discuss Understanding Equal Opportunities and Diversity: The Social Differentiations and Intersections of Inequality. A commentary of these papers was provided by Professor Jill Rubery (University of Manchester) who drew on the impact of Gender Mainstreaming. Contributions understanding what this meant in practice included: Anna Henry (Equality and Human Rights Commission, Head of Social Analysis & Foresight) How Fair is Britain? Putting equality indicators into practice; Martin Williams (MayoWynneBaxter Solicitors, Brighton) Implications of The Equality Act; Ellen Pugh (Equality Challenge Unit) Equality impact assessments: a tool for change? Colm McLaughlin (University College Dublin) Gender Inequalities and Corporate Social Responsibility: A Role for Reflexive Regulation. These contributions were then discussed by a roundtable of members from the CIPD, the *local council and from Equality Monitoring representatives*.

This was widely advertised through a variety of networks to attract employers and NGOs through our links with the Chartered Institute for Personnel Development, the Institute for Employment Studies, and the Equality and Diversity Forum in London, as well as other mailing lists we have access to that target employers, NGOs and policy makers.

Families, Firms and Fairness: Managing Labour Market Transitions in Europe: The Work Foundation, London 4th February 2011.

The recession and the programme of public sector austerity that many European nations are now following has provided a new context for the transitions people make in their working lives and how they seek to balance caring with working. How will different groups of workers be affected? And is the principle of 'fairness' at work something that applies more easily in good economic times? In this roundtable, academics and policy specialists discussed research examines how the labour market is adapting to the new political climate.

The event addressed:

- How individual employers can spur the transition between full and part-time work
- How households make choices about how to balance working and caring responsibilities
- Which groups of workers are likely to be most affected by public sector spending cuts
- How the employment relationship is governed in growing firms

The event was attended by members of the British Chamber of Commerce and the British Trade Union Confederation. Two short videos from this meeting are available on the workcare synergies website.

The Changing Context of Retirement: University of Edinburgh Business School, 25th February 2010

The seminar brought together, policy makers and researchers to explore:

- How the context of retirement is changing?
- What are the consequences for work and retirement into older age?
- To what extent are changes mirrored across countries?

Professor Bernhard Ebbinghaus from the University of Mannheim presented his eminent research on attempts by OECD countries to reverse early retirement. His presentation sought to explain why some countries had historically had higher rates of early retirement than others, and why some had been more successful than others at reversing this.

Dr Joanne Crawford from the Institute of Occupational Medicine presented the results of a comprehensive literature review, covering the EU and elsewhere, on the impact of occupational health on the employment of older people.

Professor Madonna Harrington Meyer's (Syracuse University) presentation discussed changes to policy for older people in the US, giving participants a useful perspective from outside the EU.

Finally, Professor James Nazroo from the University of Manchester gave a presentation on pathways into retirement and inequalities in post-retirement outcomes.

A video was made that can be viewed at the EU Workcare Synergies website. We had approximately 50 participants including local public policy officials (from the City of Edinburgh Council), and representation from the UK Equality and Human Rights Commission, charities (the Scottish Pre-Retirement Council), NGOs (The Scottish Pre-Retirement Council), and researchers.

Presentation of Workcare synergies project at the ETUI, 1st September 2011

The aim of this seminar was to present a synthesis to Brussels based policy researchers. Professor Jacqueline O'Reilly together with the workcare synergies coordinator contributed to this presentation to a broad representation of organisations attending. The key issues that were discussed at this meeting related to the concept of fairness and how this had permeated policy debates, especially in the UK. It drew on a wide range of research indicating the difficulties of employing this concept and why the debate in some countries had moved away with concerns about social justice to a more relativistic concept. It

identified key areas for future labour market research. These included first examining labour market flows rather than stocks; second, situating this analysis in relation to households and understanding how the impact of these transitions were related to the behaviour of other household members. A short video interview was conducted for the Spanish based Family Watch group and is available on the [workcaresynergies](http://workcaresynergies.com) website.

Employment and Retirement, Manchester Metropolitan University, 4th November 2011

This seminar was organised with the Equality and Human Rights Commission. The seminar brought together practitioners, policy makers and researchers to explore:

- The factors influencing employment in older age in Europe;
- The consequences of changes for the future of retirement; and
- The extent to which changes are mirrored across countries.

Professor Kene Henkens from the Netherlands Interdisciplinary Demographic Institute presented his research on employers' attitudes and actions toward older workers across Europe. His paper was based on a large scale survey of employers in different EU countries. His key findings were that ageist stereotypes remain prevalent across countries; employers often assume older people are weak in 'hard skills' that they prize highly; and employers recognise that people will need to work longer in future but are less keen to recognise that *their* workforces will age.

Dr Vanessa Beck discussed employers' use of older workers in the recession in the UK, and considered why older people have been less badly affected than in previous recessions. Dr Dianne Bown-Wilson discussed the complexity of motivations influencing employment of managers in the UK. Dr Helen Barnes discussed UK employers' attitudes to offering flexible retirement options that would benefit older workers. Finally, Dr Ben Baumberg discussed the influence of health on employment in older age, and how this is mediated by the type of job being done and the working conditions.

Paper discussants included Chris Ball from the Age and Employment Network, a membership organisation for employers, and John Sharman from the UK Equality and Human Rights Commission. A video was made for the EU WorkCare Synergies project website.

We had approximately 50 participants. This included representation from government public policy officials (the Department for Work and Pensions Redesigning Retirement Division and the Equality and Human Rights Commission); NGOs (The Age and Employment Network and In My Prime); and institutes concerned with retirement issues (the Life Academy and the Pensions Policy Institute).