Research from the School for Policy Studies

Issue 1  Spring 2006

Human rights above politics, or a creature of politics?

Domestic Violence
Making it through the criminal justice system

Under threat
Work in an age of job insecurity
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PS is produced by the School for Policy Studies University of Bristol. The views expressed by contributors’ are not necessarily those of the School for Policy Studies.

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Welcome to the first edition of PS, the research magazine of the School for Policy Studies. In PS we offer, in a digestible form, key insights and issues from some of the major projects in the School’s extensive research programme.

Members of the School are engaged in research across a wide range of policy fields and our research programme addresses issues at all spatial scales: from the intensely local to the truly global. Researchers at the School are engaged in high quality empirical work on contemporary policy developments as well as making more theoretical contributions to our understanding of social issues and the nature of policy making. The articles in this issue reflect that diversity.

We open this issue with a guest contribution from Francesca Klug, Professorial Research Fellow at the LSE. Her article addresses a question of central concern in our increasingly global society: how should we understand human rights and how do they relate to democratic politics and civic engagement? The article draws upon a lecture delivered by Professor Klug as part of the Policy & Politics annual lecture series. Policy & Politics is a leading international journal in the field of policy studies that has been edited from the School for three decades.

The research activities of the School for Policy Studies are organised at present around four centres and this first issue contains an article from academics of each of these centres. The articles cover the empirical measurement of poverty; domestic violence and the criminal justice system; the gendered aspects of international peace-keeping activities; and the notion of job insecurity. This gives some indication of the breadth of the School’s research programme, but to see the full range of our work I recommend you visit the research section of the School’s website.

Policy makers face many challenges in seeking to address social, economic and political problems. Academics have a vital role to play in contributing to the knowledge base of policy, in extending our understanding of social phenomena and in evaluating the impact and effectiveness of policy measures. The School for Policy Studies is committed to working on all three fronts and I hope this new magazine demonstrates our commitment. If you have any suggestions for making the magazine more useful, if you would like to discuss any of our research or to suggest new fields, then please do not hesitate in contacting me or Professor John Carpenter, Director of Research.

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In the confusing and frightening times in which we live, human rights provide an attractive refuge from the vicissitudes of the modern world. But how do we understand these rights and how do they stand in relation to contemporary notions of democratic politics and civic engagement?

In the 9th annual Policy and Politics Lecture, Francesca Klug, OBE, Professorial Research Fellow at the LSE Centre for the Study of Human Rights tackled these questions through a trenchant historical analysis of the ‘three waves of rights’. Here we present highlights from Professor Klug’s lecture, which can be read in full in the January 2005 issue of Policy and Politics at:

https://www.policypress.org.uk/journals/policy_politics

Professor Francesca Klug, OBE
London Shool of Economics

From the earliest time, human beings have sought touchstones to protect them from the unpredictable. For many people, now and in the past, God or religious values provide an element of consistency and comfort in a world that is both forever changing and forever racked by fears.

It was this take on human rights that I sought to capture with the title of my book, *Values for godless age*, that I wrote three years ago on the introduction of the 1998 Human Rights Act.

The title was a kind of plea not to turn human rights into a talisman against uncertain times but to recognise the dynamism that has catapulted the idea from the margins to the mainstream.
A momentum which, in my view, flows from the ultimately contingent nature of human rights as values ‘for the people, by the people and of the people’.

But, do our human rights laws derive their authority from outside democratic political processes?

Is what is being proposed that human rights should be above politics for instrumental purposes?...Or is what is being suggested that human rights values are so fundamental and enduring that by their nature they cannot be, nor should be, subject to democratic or popular engagement?

The search for a special justification for rights which can take them outside the realm of ordinary dispute and disagreement can be traced back to the birth of the modern rights movement in the late 17th century and the ‘natural law’ theories of Thomas Hobbes and John Locke....However, the search to find an objective ‘foundation’ for human rights continues.

Professor Klug goes on to describe three waves of rights.

The first wave of rights burst on the scene in the period known as ‘the Enlightenment’ and helped fuel the French and American uprisings at the end of the 18th century and eventually inspired widespread democratic reform across Western Europe.

The second wave was a direct response to the horrors of the Second World War and subsequently the Soviet Gulags.

In essence the transition from the second wave of rights is represented by a shift from a preoccupation with the rights and liberties of individual citizens within particular nation states, to a preoccupation with creating a better world for everyone.

If the dignity of human beings is to be respected then it follows that the state has to do more than refrain from interfering or oppressing. It has to ensure that the basic requisites of human dignity are provided for.

The 1948 Universal Declaration of Human Rights embodies this wave as do the plethora of international human rights treaties that have followed.

The main difficulty with the second wave of rights, however, was the developing context of the Cold War in which it took root. The rights that had been developed by state delegates, standard setters and jurists post-war became frozen in a battle between two world views, for which neither was human rights a central concern.

In essence the third wave does not so much involve a change in the characterisation of rights as an evolution in the place of rights within society.

But just as this third wave of rights – with its emphasis on mutuality and participation – has taken hold, we are faced with the daunting question of how to maintain its momentum within the new international context which has operated since 11 September 2001.

Since the President of the US declared war on terror (not on a state but on a noun), human rights standards are once again at the mercy of the whim – not so much of the great powers – but of the one great power and its cohorts.

The idea of human rights derived from people struggling to address abuses of power. The evolution of rights thinking which has taken hold over the last two centuries is itself powerful evidence that it is possible to hold on to the fundamental principles behind the idea, whilst allowing it to grow and develop with changing circumstances. Those who maintain that human rights can only survive insulated from politics, need to take account of their political origins. They need to weigh in the balance the proposition that any institutionalised measures to protect human rights must not stifle the dynamism that has kept this enduring idea alive through three waves of rights.

“If the dignity of human beings is to be respected then it follows that the state has to... ensure that the basic requisites of human dignity are provided for.”
In 2000, the United Nations Children’s Fund, UNICEF, commissioned the Townsend Centre for International Poverty Research to produce the first ever scientific estimates of child poverty in the developing world. The team, led by Professors David Gordon and Peter Townsend, was based in the School and included Christina Pantazis, Simon Pemberton, Michelle Kelly Irving and Shailen Nandy. The research formed part of a UNICEF’s wider ‘Poverty begins with children’ campaign and sought to fill the considerable information gap on the extent and nature of child poverty around the world.

The research operationalised internationally agreed definitions of ‘absolute poverty’ for children within the framework of international Human Rights conventions. At the 1995 World Summit for Social Development the governments of 117 countries agreed that absolute poverty was defined as “a condition characterised by severe deprivation of basic human needs, including food, safe drinking water, sanitation facilities, health, shelter, education and information. It depends not only on income but also on access to services”.

Using high quality survey data on 2.5 million children from 83 countries, the study measured absolute poverty specifically for children. It erred on the side of caution and the estimates of child poverty should be considered only as a minimum. For example housing deprivation was defined as living with more than five people per room: a much harsher definition of crowding than Charles Booth used to estimate the number of ‘very poor’ people living in the worst slum conditions of 19th Century London (Booth used 4 persons per room). Similarly the study uses ‘no schooling’ instead of the normal international standard of ‘non-completion of primary education’ and ‘no sanitation facilities’ instead of ‘unimproved sanitation facilities’. Children suffering from multiple severe deprivations (i.e. two or more) were considered to be living in absolute poverty.

A summary report was published by the Policy Press in October 2003, and launched at a conference at the LSE by former United Nations High Commissioner for Human Rights and ex-president of Ireland, Mary Robinson. In a speech to over 400 students, academics, journalists and policy makers, she stated that the report’s findings “…are a stark wake-up call, bringing home to us how bleak the situation is for millions of children today. This is a moral challenge we cannot ignore”.

A separate ‘political’ launch of the report was held at the House of Commons where speakers included Margaret Hodge (Minister for Children), Hilary Benn (Minister for International Development), Cherie Booth QC, Lord David Putnam (President of UNICEF-UK) and Elizabeth Gibbons (Head of Global Policy Division, UNICEF).

Results
The research results make depressing reading.

Over one billion children – more than half the children in developing countries – suffer from severe deprivation and over a third (647 million) suffer from absolute poverty (two or more severe deprivations).
The chart presents some of the study’s main findings. It shows:

- one third of the developing world’s children are shelter deprived (33%) and have to live in dwellings with more than five people per room or which have mud flooring.
- over half a billion children (30%) are sanitation deprived, i.e. have no toilet facilities whatsoever.
- nearly 350 million (22%) children are information deprived, lacking access to radio, television, telephone or newspapers at home.
- over 20% of children (nearly 410 million children) are water deprived, i.e. using unsafe water sources or having more than a 15-minute walk to water.
- 17% of children under-five are severely food deprived, nearly half of whom live in South Asia.
- 14 percent of children are health deprived, i.e. have not been immunised against any diseases or have had a recent illness causing diarrhoea and have not received any medical advice or treatment.
- 13% of children aged between 7 and 18 (143 million) are severely educationally deprived, having never been to school (primary or secondary).

Gender differences are most apparent for education and health deprivation. This is particularly the case in the Middle East and North Africa region, where nearly three times as many girls are education deprived compared to boys.

Rates of absolute poverty are highest in the Sub-Saharan Africa and South Asia regions, at 63% (200 million children) and 55% (307 million children) respectively. The lowest rates are in Latin America and the Caribbean and the East Asia and the Pacific regions at 15% and 9%, respectively. The low rates in East Asia are due primarily to China’s success in meeting the basic needs of its population, through the provision of housing, education, health care, safe water and effective sanitation.

Children in rural areas face significantly higher levels of poverty than urban children, with rates for absolute poverty rising to 76% (180 million) in rural Sub-Saharan Africa and 66% in rural South Asia (284 million).

“one third of the developing world’s children are shelter deprived and have to live in dwellings with more than five people per room.”

**Policies**

Effective anti-poverty strategies need to respond to local conditions – blanket solutions for the eradication of child poverty are unlikely to be successful given differences in the extent and nature of severe deprivation between and within developing countries. This research indicates that considerably more emphasis needs to be placed on improving basic infrastructure and social services for families with children, particularly in providing shelter and sanitation in rural areas.

An international investment fund for payment towards national schemes of child benefit in cash or kind would help to meet to children’s fundamental rights to social security and an adequate standard of living.

The study also shows that severe deprivation of the basic human need for physical capital (e.g. clean water, sanitation, housing) is a more prevalent problem than severe human capital deprivation (e.g. education, health services and malnutrition). This has significant policy implications as tackling physical capital problems may be a pre-requisite for successful human capital interventions, e.g. feeding programmes and health and education service interventions will have only limited success if malnutrition and disease continue because of a lack of sanitation and clean water and squalid housing conditions.

**Further work**

The School for Policy Studies has been awarded a £100,000 grant by the UK Department for International Development, to produce reliable and valid estimates of the extent and nature of absolute poverty for both adults and children, by gender, age group and location. This research will also produce some sub-country level results (e.g. by state/province) for the larger countries such as India, China. The research team includes David Gordon, Michelle Kelly Irving, Shailen Nandy and Peter Townsend.
Professor Marianne Hester
Centre for Family Policy and Child Welfare

Women experiencing domestic violence and agencies concerned with their support continue to express concern about attrition or ‘drop out’ in domestic violence cases entering the criminal justice system.

Research commissioned by the Northern Rock Foundation examined this process in the North East of England, identifying points of attrition, how these relate to the experiences of victims, and the viewing and practice of the police, prosecutors, the courts and non-criminal justice agencies.

In April 2001, Northumbria Police introduced a computer-based system for recording and linking domestic violence incidents across all police districts. The existence of this force-wide approach created a unique opportunity to carry out direct comparisons across 3 police districts. We set up a detailed database of police practice and carried out interviews with police officers and civilian staff, victims of domestic violence, Crown Prosecution Service (CPS) barristers, defence solicitors, and staff from non-criminal justice agencies. We also analysed in detail CPS case files and observed what happened in Magistrates and Crown Courts.

The research found that:

• Less than a third of arrests led to criminal charges.
• Positive policing was more likely to result in higher levels of arrests and a greater proportion of criminal charges, but this was not reflected in conviction.
• Contact between children and alleged offenders was likely to lead to more lenient outcomes, whether bail conditions or sentences.
• Domestic violence situations varied greatly, and the police and courts were more competent in dealing with less entrenched situations.
• Successful prosecution and sentencing did not stop chronic offenders from continuing their violence and harassment.

Policing

Over the research period a total of 869 domestic violence incidents were recorded by the police. A quarter of these incidents led to arrest, the highest rate being in Newcastle West and the lowest in South Tyneside. This reflects different district policing policies. Newcastle West placed the greatest emphasis on ‘positive policing’ with arrest for assault or criminal damage regarded as positive action.

Police charges showed a similar, if more depressing, picture with a high rate of attrition. Newcastle West had the highest proportion of criminal charges resulting from arrest, with over a third charged. In South Tyneside just over a fifth of those arrested were charged with a criminal offence, and in North
Northumberland the level was only marginally higher. The rate of attrition in Newcastle West thus stands out as being much lower.

As has been found elsewhere, in the North East the police saw arrest for Breach of the Peace as a positive action in situations where the victim did not want the offender to be charged or where a criminal offence could not be pursued. In almost a third of these the victim refused to give a statement. In South Tyneside nearly a quarter of arrests were for Breach of the Peace (22.5%), in Newcastle West one in ten (10.7%), with only one instance in North Northumberland. What stands out is that all but one of these arrests in South Tyneside also resulted in a police charge (and eventual prosecution) related to Breach of the Peace. In North Northumberland there was no such charge, and in Newcastle West only half of such arrests resulted in charges. Thus, South Tyneside police, while not pursuing criminal offences, were using Breach of the Peace as an alternative means of initiating prosecution of domestic violence offenders.

Overall a picture emerges of domestic violence cases as more likely to be ‘managed’ though different strategies. In North Northumberland through a combination of arrest and release, rather than cases being taken forward through the criminal justice system. In South Tyneside domestic violence cases were more likely to be pursued via Breach of the Peace than in the other areas. Police practice in Newcastle West followed most closely the ‘positive policing’ approach, by pursuing criminal charges and avoiding common law release.

Discussions with prosecutors and analysis of court data revealed that photographic evidence in particular made it more likely that a guilty plea and/or successful conviction would result. According to the police’s own data, however, such evidence was only rarely collected. The extent to which other evidence, such as interviews with neighbours or use of CCTV footage, was followed up appeared to depend on what was requested by the CPS.

**Prosecution and conviction**

Of the 869 domestic violence incidents recorded by the police during the period, only 31 (3.6%) resulted in conviction for criminal offences and mostly led to fines. There were only four custodial sentences, two in South Tyneside (for common assault & harassment) and two in Newcastle West (for criminal damage combined with assaulting a police officer & affray). There were a further 24 bindovers (of 23 men and one woman) resulting from charges of Breach of the Peace - largely in South Tyneside - as well as five male offenders fined and one conditionally discharged for being drunk and disorderly. At least 70% of those charged were repeat offenders.

Given the emphasis on positive policing and a higher level of charges for criminal offences in Newcastle West, it might be expected that there would also be a higher level of sentencing in this area. However, this was not the case. In both North Northumberland and Newcastle West about a fifth of those arrested were eventually sentenced. In South Tyneside the proportion was nearer a tenth, again reflecting the greater use of Breach of the Peace rather than criminal charges in this area. Attrition was therefore especially marked with respect to cases dealt with by the courts in Newcastle.

Court observation and case analysis revealed that reference to contact between children and alleged offenders was likely to lead to more lenient outcomes, including bail conditions or sentences. The research indicated that there needed to be a closer relationship between civil and criminal procedures in this respect.

**The victim perspective**

The women in this category tended to be satisfied with the police intervention because the police had arrived quickly, because they had been effective in calming the man down, and/or had separated the two of them. Where charges were pursued these tended to have a positive impact on the offenders.

**Longer term protection and measures put in place to ensure the violence does not continue:**

The women in this category were more likely to be dissatisfied, especially with the court process. The fines and bindovers, or short custodial sentences, did not stop the men continuing their violence and harassment in the longer term. Feeling safe as a result of the court outcome was very important if women were to contemplate pursuing a case again. Some would also have welcomed a prosecution brought entirely by the police.

**The next stage**

Further research funded by the Northern Rock Foundation is underway, focusing specifically on the group of chronic domestic violence offenders identified in the earlier study. The research is being carried out in conjunction with the Home Office and is assessing the multi-agency interventions needed to deal with this group of violent male offenders.
With many parts of the world experiencing war and its aftermath, peacekeeping operations are becoming increasingly important. Here Paul Higate and Marsha Henry describe a project, funded by the ESRC as part of their programme on global security, which looks at the gendered aspects of peacekeeping and security.

Peace Support Operations (PSOs) play a significant role in the promotion of peace and security in post-conflict settings. They include a number of activities, one of which is the deployment of peacekeeping troops, almost all of whom are military-trained men. Media accounts of these operations depict peacekeepers in a humanitarian light, often showing images of them distributing food, disarming militia, and holding babies. Paradoxically, a growing number of recent reports implicate male peacekeepers in the rape and sexual exploitation of women and girls in affected areas. These contradictory images suggest that United Nations (UN) peacekeeping missions may impact unevenly on civilian populations in post-conflict environments, especially in relation to gender and security.

The gendered effects of UN personnel moving into post-conflict cities and towns has rarely been examined by scholars through the lens of human security. Instead, most work on the impact of humanitarian efforts of this kind has been concerned with the ways in which war torn citizens are helped, supported and cared for by foreign aid workers and military troops, and the influence of female peacekeepers and civilians in peace-building efforts.

However, the presence of PSOs can create a complex and shifting series of impacts that both increase and decrease individual and collective security. This is particularly so when peacekeeping personnel, who are predominantly male and military-trained, enter a post-conflict setting as part of international policy, contexts in which women and children are most insecure and vulnerable. In these situations, security, for both peacekeepers and civilian populations, is dependent upon the social, cultural, and economic contexts of local reconstruction efforts and global governance as well as on the relationships between peacekeepers and local women.

While scholars have demonstrated the connections between military settings
and the establishment of commercial sex industries (such as those in South Korea, Japan and the Phillipines), the picture of gender relations between peacekeepers and local women is by no means clear. Some commentators have examined the ways in which male peacekeepers further women’s insecurity through violence and exploitation. This particular treatment has tended – importantly – to emphasise women’s victimhood through acts perpetrated by male peacekeepers. However, this focus is partial: it fails to capture the diversity of gendered relations in PSOs. For example, in a recent study in Bosnia, some women reported feeling both secure and insecure as a result of the presence of peacekeepers. Research that straightforwardly frames male peacekeepers as ‘perpetrators’ and local women as ‘victims’ fails to recognise not only the diversity of potential relations between these two groups, but also helps to establish a rather pessimistic prognosis for future PSOs.

This project is designed to work on two distinct levels. First, it will further debates around the nexus of human security and gender through the specific example of PSOs. Second, it will generate findings that might be applied more practically to policy initiatives designed to address issues of gender and culture as key elements of the exchanges between male peacekeepers and members of the host population.

Our understanding of the motivations underlying the particular UN mandates in operation and the locations in which PSOs are deployed has been informed through more critical reflections on the shifting role of the UN. Global culture, shaped by US hegemony, exerts a strong influence over attempts to create durable liberal democratic states. These aspirations can conflict with the aim of creating sustainable peace in regions that require a more locally sensitive and long-term approach to ‘state building’. One outcome of this process is the creation and sustenance of what have been called the ‘desire industries’. It is within this realm that gendered relations may be most damaged and women and children’s insecurity eroded.

This project entails visiting three PSO sites, spending a month in each area. The first site investigated was Cyprus. The second PSO visited during 2005 was Liberia. This PSO is in a relatively early stage of development and differs considerably from Cyprus in its cultural and political-economic profile. It also involves a considerable number of African peacekeepers, together with those from the developing world, including Bangladesh and Pakistani personnel. Here, gendered relations are cross-cut by religious dynamics, as well as the distinct national military trajectories and identities of the peacekeepers in question. The final PSO to be researched will be in East Timor, with the visit due to be carried out during the early months of 2006.

We hope that the research findings can be fed into gender sensitive training and raise awareness of gender issues more broadly in these difficult environments. In so doing we hope they will contribute to a more sophisticated understanding of the ways in which security and insecurity might be created and sustained for both empowered and disempowered groups, many of whom have considerable interaction with one another.
From business writers, management gurus, policy makers and many of the less critical social scientists, there emerged a view that the tectonic plates of contemporary social structure were experiencing a profound and unprecedented upheaval.

In this narrative of ‘fast capitalism’ the labour market is incapable of any semblance of regulation, and the collective capacities of employee representatives to bargain and resist represent a nostalgia for bygone days. The ‘new work order’ in today’s flexible labour market is not based on stable traditional jobs, but on atypical part-time, casual and temporary employment, which are associated in the public mind with the rise of women’s participation in the labour market. Many have also referred to the ‘MacDonaldisation’ of society: a new world of fast food and throw away jobs.

And yet……

The paradox of job insecurity and long-term employment

As MIT professor Robert Solow has said, the revolution was visible everywhere but in the statistics. The same could be said about this alleged restructuring of the labour market in today’s new economy.

For some time, however, researchers at the University of Bristol have critically examined this widespread assumption of labour market transformation. Colleagues in the Department of Economics have challenged the analysis of changing job tenures. In the School for Policy Studies research into job insecurity and long-term employment in the United Kingdom points to a paradox between public perceptions of job insecurity and labour market trends. For, despite all the rhetoric about the end of jobs for life and ‘careers as portfolios’, the last ten years has witnessed a dramatic increase in the level and rate of long-term employment.

This research into long-service employment focuses on those who have worked with their current employer for 10 years or more and
considers the changes in long-term employment in relation to industrial, occupational, and compositional shifts within the labour market. The evidence is based on large scale data sets from the labour force surveys of the United States, the European Union and Australia. The figures on long-term employment are all the more significant because they rise during a period of employment expansion which should normally depress the rate of long-term employment. Thus, when employment gains occur, the new starters, with their short tenures, will reduce the average length of service in the workforce as a whole.

The table below gives an idea of the empirical data and shows the changes in the European workforce and the rise of long-term employment.

The table shows that, while total employment in the EU workforce increased by some 12.2 million jobs or by 8.7%, the relative increase in the long-term workforce is much greater. The long-term workforce expanded by 8.7 million jobs which, at 16.6%, is double the rate of growth of the total workforce. Given that total employment expansion should lead to a shrinkage of the long-service workforce the results speak to a dramatic increase in the size and proportion of the long-service workforce.

Further analysis by gender, some of which is evident in this table, points in the opposite direction to many assumptions of new labour market trends. While women’s employment rose by 15.2% between 1992 and 2002, the increase in the long-term workforce among women is 32.2% for the same period. This strongly suggests that new forms of employment, especially part-time work, have tended to reinforce labour market attachment rather than the disaffiliation that was predicted.

Analysis by industry shows that long-term employment only declines in a small number of industries such as agriculture, utilities and mining where changes in government policies and subsidies explain long-term job losses. Analysis by occupation again confounds the ‘fast capitalist’ pundits, with higher levels of social and technical competence in the workforce associated with the increased retention of labour.

**Explanations for the paradox**

Research for the Joseph Rowntree pointed to some of the explanation of high levels of anxiety about redundancy and increasing long-term employment. The team probed beneath people’s expression of job insecurity to discover that employee anxiety was based on the perceived consequence of job loss rather than the likelihood of being made redundant. In other words workers did not necessarily think that their job would be lost, but they were concerned about what would happen if they were made redundant.

This difference fundamentally shifts the discussion about job insecurity onto a wider institutional context. Insecurity is not an intrinsic characteristic of the job but is better understood in the broader environment in which work takes place. Rather than looking to the white heat of technological change and the meltdown of the labour market, insecurity is better analysed in terms of the decline of social protection systems, the marketisation of the public sector and the globalisation of the private sector in the form of mergers, acquisitions and outsourcing. Insecurity is not some organic expression of the fast changing world in which we live, the triumph of technological innovation over institutional inertia. It is a social phenomenon that is rendered intelligible by the analysis of government policies that have intensified competition in international markets whilst reducing their domestic commitments to social welfare amongst its citizens. Looked at in this light, risk and insecurity appears more as ‘manufactured uncertainty’ than millennial malaise.

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**Employment change and long-term employment for men and women in the European Union between 1992 and 2002**

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<td></td>
<td>TE</td>
<td>LTE</td>
<td>TLTE</td>
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<tr>
<td>Male</td>
<td>83,624</td>
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<tr>
<td>Female</td>
<td>58,653</td>
<td>18,046</td>
<td>31.9%</td>
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<tr>
<td>EU12 Total</td>
<td>140,277</td>
<td>52,777</td>
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**1992 - 2002**

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<tr>
<th></th>
<th>LTE Growth</th>
<th>Employment Growth</th>
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<tbody>
<tr>
<td>Male</td>
<td>8.4%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Female</td>
<td>32.2%</td>
<td>15.2%</td>
</tr>
<tr>
<td>EU12 Total</td>
<td>16.6%</td>
<td>8.7%</td>
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**TE** – Total Employment  
**LTE** – Long Term Employment, represents the number of people working for their current employer for ten or more years  
**RLTE** – Rate of long-term employment, the proportion of the workforce employed long-term  
**LTE Growth** represents the numerical and relative expansion of the long-term workforce  
**Employment Growth** represents the numerical and relative expansion of the total workforce  
**EU12** Total represents the combined totals of men and women in the twelve member states of the European Union in 1992
SPS secures two major grants under the DFES Adoption Research Initiative

The first research grant is led by Julie Selwyn and examines ‘Pathways to Permanence for Children of Black, Asian and Black Mixed Parentage’ (£315,000). The project also involves researchers in the School; Shameem Nawaz and Marsha Wood.

The research examines retrospectively whether social work plans and decisions lead to differences in placement objectives between minority ethnic children and white children and in the likelihood of going forward for an adoption best-interests recommendation. The team will also investigate both retrospectively and prospectively decision-making, delays and placement histories for minority ethnic children who are subject to a best-interests recommendation.

The outcomes will provide a conceptual and research review of matching and issues associated with it and provide a review of models for the recruitment of matched adopters for minority ethnic children.

Professor Elaine Farmer has been awarded £360,000 to lead the second funded project ‘Adoption Initiative Linking and Matching’. In the absence of research evidence about what makes a good match in adoption, practice is at risk of being driven by particular philosophies about which criteria should take precedence, leading in some cases to substantial delays. The study will therefore investigate which factors contribute to making a good match between prospective adopters and children (that is, which kind of children will best fit with which kinds of adoptive parents) and which processes of linking children to adopters appears most beneficial.

Bristol celebrates key change for disabled children

From December 2005, families in England needing to adapt their homes to care for a disabled child will no longer be subject to means testing. Prior to this change, families on average incomes were faced with contributions so high that the choice was to go heavily into debt or to continue with totally unsuitable housing that harmed the life chances of the whole family.

Housing Minister Baroness Andrews announced the publication of the Bristol research ’Reviewing the Disabled Facilities Grant’ in the House of Lords and said that the particular recommendation in regard to disabled children would be implemented without further consultation.

The research at the School was conducted over the course of a year for a review commissioned by the Office of the Deputy Prime Minister in conjunction with the Department of Health and the Department for Education and Skills.

The research was wide-ranging, covering all aspects of funding and implementing the housing grants policy for disabled people, but there was particular focus on the effect of the means test on children and their families.
Policy & Politics
2nd International Conference

6-7 July 2006
Kingsdown Conference Centre, Bristol, UK

Reconnecting Policy and Politics

Sub-themes
• Inclusivity in policy and policy making
• Evidence, knowledge and power
• Social or territorial justice
• Neoliberalism and economisation of policy

Plenary speakers
• Professor Maarten Hajer, University of Amsterdam, the Netherlands
• Professor Ruth Lister, Loughborough University, UK
• Professor Allyson Pollock, University of Edinburgh, UK
• Professor Jamie Peck, University of Wisconsin-Madison, USA

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