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**EMPLOYMENT RELATIONS
RESEARCH SERIES NO.44**

Employment relations
monitoring and
evaluation plan 2005

EMPLOYMENT MARKET
ANALYSIS AND RESEARCH



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Postal enquiries should be addressed to:
Employment Market Analysis and Research
Department of Trade and Industry
1 Victoria Street, Bay 4101
London SW1H 0ET
United Kingdom

Email enquiries should be addressed to: emar@dti.gov.uk

Foreword

The Department of Trade and Industry's aim is to realise prosperity for all. We want a dynamic labour market that provides full employment, adaptability and choice. We want to create workplaces of high productivity and skill, where people can flourish and maintain a healthy work-life balance.

In helping the Department to deliver these aims in the most effective and efficient way, the Employment Market Analysis and Research branch (EMAR) has prepared an evaluation and monitoring plan. This provides a framework for measuring the impact of employment relations regulations introduced since 1997 on employers (including small firms), individuals, the Exchequer and the wider economy. A comprehensive evaluation and monitoring plan also allows the Department to monitor unanticipated or unintended effects of legislation. More generally, it allows the Department to work out what aspects of the regulations are working well and what aspects are working less well.

This is the second edition of the plan, which was first published in 2004 as part of a broader strategy to encourage public transparency and accountability in the development and evaluation of employment legislation. We hope that this plan will help those inside and outside Government who are interested in developing the evidence base in this area.

We plan to continue to publish an annual update of this evaluation and monitoring plan. We would welcome comments on this report, which should be sent to simon.hough@dti.gov.uk

I would like to thank Simon Hough and Hayley Lyons who have done much of the work in updating the 2005 version of this document.



Beatrice Parrish

Assistant Director, Employment Market Analysis and Research

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Glossary

Acas – Advisory, Conciliation and Arbitration Service

ASHE – Annual Survey of Hours and Earnings

BSAS – British Social Attitudes Survey

CAC – Central Arbitration Committee

ET – Employment tribunal

ETS – The Employment Tribunals Service

EWCs – European Works Councils

FT – Fixed-term employees

FTC – Fixed-term contract

LFS – Labour Force Survey

LMT – Labour Market Trends

LPC – Low Pay Commission

MPAL – Maternity, paternity and adoption leave

NES – New Earnings Survey

NMW – National Minimum Wage

ONS – Office for National Statistics

PT – Part-time

RIA – Regulatory Impact Assessment

SETA – Survey of Employment Tribunal Applications

SMEs – Small- and medium-sized enterprises

TFP – Total factor productivity

TU – Trade union

TUPE – Transfer of Undertakings Protection of Employment

ULRs – Union Learning Representatives

UMF – Union Modernisation Fund

WERS 98 – 1998 Workplace Employee Relations Survey

WERS 2004 – 2004 Workplace Employment Relations Survey

WLB – Work-life balance

WTR – Working Time Regulations

YDR – Youth Development Rate

Employment relations monitoring and evaluation plan 2005

Introduction

Since 1997, the UK government has introduced a programme of legislation establishing, for the first time, a comprehensive framework of minimum employment standards.

Legislation introduced to date includes a national minimum wage (NMW); the Working Time Regulations (WTR); parental leave; time off for employees with dependants; enhanced maternity leave and pay; protection against unfair treatment for part-time workers and fixed-term employees; a right to statutory trade union recognition; European Works Councils; legislation outlawing discrimination in employment on grounds of sexual orientation and religion or belief; a duty on employers to consider requests for flexible working from parents with young and/or disabled children; the introduction of statutory dispute resolution procedures in the workplace; amendments to employment tribunal regulations and regulations on information and consultation.

Other measures are about to come into force, or will in the foreseeable future, such as legislation on age discrimination and changes to parental rights.

This is a significant programme both in its scale and in its departure from previous government policies. It is therefore essential to assess what impact the legislation, introduced so far, has had upon employers, employees, the economy and employment relations.

The programme of legislation is, at one level, a set of new rights, entitlements and duties governing the employment relationship. Each will have its own impact. We need to know how each piece of legislation is working. At the same time, the effects of the legislation as a whole may be different from the sum of its parts. This paper details a framework for the evaluation and monitoring of both:

- **A horizontal strand:** We take each element of the entire package of legislation, and for each, identify expected benefits and costs, and how we may measure or evaluate these.

- **A vertical strand:** Instead of looking at individual measures, we focus here on the impact or outcomes that we expect from the legislative package as a whole. The focus of activity is seeing if there has been any measurable 'legislation effect'.

Following through both horizontal and vertical strands yields a wide range of monitoring and evaluation activities. These are listed in full in the Annex '*Pulling horizontal and vertical strands together*'. However, in broad terms they can be classified as follows: monitoring official statistics, statistical analysis, surveys of employers, surveys of individuals, case studies of employers, literature reviews, and periodic socioeconomic surveys such as the Workplace Employment Relations Survey (WERS), British Social Attitudes Survey (BSAS) and Survey of Employment Tribunal Applications (SETA).

About this paper

The aim of this paper is to present an up to date version of the Department of Trade and Industry's (DTI) monitoring and evaluation programme for employment relations. This includes a range of research activities conducted by the Employment Market Analysis and Research (EMAR) branch (as shown on EMAR's website¹).

The main results of monitoring and evaluation activities related to policies which have had some time to 'bed down' are included in the horizontal and vertical annexes of the paper, as well as 'baseline results', which will be used as a benchmark for future monitoring and evaluation activity of policies recently or about to be introduced.

Horizontal strand

The horizontal strand to monitoring and evaluation is a detailed measure-by-measure commentary (see Annex 1) that takes each element of the government's programme and summarises:

- Expected benefits and costs (as signalled in the relevant Regulatory Impact Assessment).
- Other claims made by outside commentators, both those who think the government's proposed action goes too far, and those who think it is not going far enough.
- What information will be available from statistics (and when).
- Whether additional DTI monitoring and evaluation activities appear worthwhile.
- What activities have actually been carried out or are planned to be carried out.
- Reporting baseline results, which provide a benchmark for subsequent evaluation activity or, more formal monitoring and evaluation results, when legislation has had time to 'bed down.'

Among those individual measures introduced that have had some time to 'bed down', the Working Time Regulations, National Minimum Wage and the statutory trade union recognition procedures are the most significant.

Other measures that have been more recently introduced, such as those related to flexible working for parents (enhanced 'maternity and paternity and

¹ See <http://www.dti.gov.uk/er/emar/current.htm> for details of ongoing projects, and <http://www.dti.gov.uk/er/emar/future.htm> for EMAR's research plan.

adoption leave and pay' and 'duty of employers to consider seriously requests for flexible working from parents of young and disabled children'), or measures that have not yet come into force, such as age discrimination legislation, will need some time to 'bed down' before the substantive effects of legislation are felt. However, a research plan is in place, and has, in some cases, produced benchmark results, which will enable future monitoring and evaluation of the legislation effect over time. This is also the case for Statutory Dispute Resolution Procedures, the amendments to the Employment Tribunal Regulations, and the Information and Consultation of Employees Regulations.

When a research programme is set the evaluation needs are established and therefore some areas may not be considered as a priority at a given point in time. It could be argued that in certain specific areas DTI's research programme may not be as comprehensive as in some of the areas mentioned above.

As a fundamental initial source for the horizontal strand, it is worth drawing attention to the way Regulatory Impact Assessments (RIAs) are carried out. In the past, there does not seem to have been a systematic approach to the way RIAs report on future monitoring and evaluation activities relevant to the particular policy. This has improved somewhat since the last evaluation and monitoring plan was published.

Finally, there is no formal arrangement in place explicitly to re-estimate actual costs and benefits from policy after legislation has been introduced, and to compare them with earlier estimates.

Vertical strand

The vertical strand to monitoring and evaluation takes measures of economic and social outcomes (broadly defined) and attempts to assess what impact (if any) the programme of legislation has had on these outcome measures. Annex 2 presents outline thinking on the activities and analysis that are included in this vertical strand, in particular:

- It identifies, under eight broad headings, a set of outcome variables – described as impact measures – where the legislation might be expected to have an effect.
- For each impact measure, it sets out initial thinking on what effect the legislation might be expected to have.
- It identifies the available evidence we have on each measure, from official data or other sources.
- It states whether additional DTI monitoring and evaluation activities appear worthwhile and what activities have actually been carried out, or are planned to be.
- It reports baseline results, which provide benchmarks for subsequent evaluation activity or, more formal monitoring and evaluation results, when legislation has had time to 'bed down'.

The existence of reliable statistics and the introduction of consistent and comparable questions in research series are essential for the vertical strand, whose focus of attention is directed at identifying a legislation effect (if any).

Impact measures on the quality of employment relations are, by and large, monitored in successive versions of the Workplace Employment Relations Survey (WERS), as well as the British Social Attitudes Survey (BSAS), which allow for comparisons across time and therefore may help identify any legislation effect.

There may be scope for extending secondary econometric analysis of trends, aimed at identifying any legislation effect, to all measures that impact on the structure of employment, as proposed by the vertical strand (e.g. male/female split, age structure, part-time/full-time). The current research plan includes the commissioning of secondary analysis on part-time and fixed-term employees. Secondary analysis has also recently been published on the age structure of those in employment, enabling future monitoring and evaluation of any legislation effects.

A review of trends and econometric analysis may also be appropriate for work-life balance impact measures, such as long hours working and amount of paid annual leave, which may be directly and significantly affected by employment relations (ER) legislation. To date, a summary of statistical information, as well as employees' and employers' perceptions and experiences, cover the issue of long hours working, however, no econometric analysis has been carried out. In the case of the amount of paid annual leave, there is scope for a formal review of statistics and secondary analysis.

Employment relations legislation may be one among many factors that affect productivity and sustainable growth rate impact measures at the macro level,

therefore there may be less scope for pre- and post- legislation econometric analysis, and monitoring and evaluation activities may well focus on more qualitative effects, as well as on perceptions by employees and employers.

Pulling horizontal and vertical strands together

Annex 3 sets out what a monitoring and evaluation programme might look like. It consists of both horizontal and vertical activities. Some activities or studies will collect information, and perform analysis relevant to both strands. Other projects might be highly policy-specific. The following types of work are set out in Annex 3:

- Tracking trends in official statistics to see whether there are noticeable changes and, if so, whether legislation may be a reason.
- More sophisticated statistical analysis of this data in some cases.
- Monitoring trends in employment tribunal (ET) claims.
- Surveys of employers, in particular small firms.
- Surveys of employees.
- Qualitative research, usually with an employer focus.
- Cross sectional and panel periodic socioeconomic surveys: such as WERS, BSAS, and the Survey of Employment Tribunal Applications (SETA).
- Literature reviews.

DTI has a comprehensive and rigorous research programme in relation to employment relations legislation in terms of surveys of employers and employees, qualitative research with an employer focus and literature reviews. This allows measuring quantitative as

well as qualitative effects of a particular legislation, based on both employers and employees views. A research plan is published on EMAR's website which informs about present and forthcoming work in a transparent manner.

The introduction of employment relations legislation has increased proportionally the number of employment tribunal jurisdictions. New legislation has also been introduced in order to streamline procedures (amendments to the Employment Tribunal Regulations) and formalise dispute resolution in the workplace. All this may have an impact on the number and the 'jurisdiction distribution' of ET applications. DTI monitors trends in employment tribunal applications as well as changes in trends of compensation awards, which are published in the Employment Tribunals Service annual report.

Key to the DTI's monitoring and evaluation programme of ER legislation is the Workplace Employment Relations Survey (WERS). WERS, jointly sponsored by the DTI, the Advisory, Conciliation and Arbitration Service (Acas), the Economic and Social Research Council (ESRC) and the Policy Studies Institute (PSI), provides a mapping of the state of employment relations in workplaces across Great Britain and changes over time. WERS 2004, the fifth survey in the series, will provide evidence on the impact of the government's employment legislation reform, in many key areas. Preliminary analysis of the survey findings (First findings booklet) will be made publicly available in July 2005, with a full report of the survey findings available in spring 2006. The 2004 survey will also serve as a baseline for monitoring future legislative changes such as the age discrimination legislation, in force in 2006.

Finally, it is also worth mentioning that findings from the 2003 Survey of Employment Tribunal Applications (SETA) (the third in the series) were published in summer 2004. They provide benchmark results for recently introduced legislation around dispute resolution and Employment Tribunal Regulations, as well as a more formal evaluation for other aspects surrounding employment tribunal claims.

Conclusions

The aim of this paper is to present an up to date version of the Department's monitoring and evaluation plan for employment relations legislation. It gives an initial assessment of how satisfactory monitoring and evaluation activity has been, highlighting strengths and pointing to potential weakness or gaps, as well as drawing attention to certain elements that may require further consideration. The main conclusions arising from this assessment are:

- A comprehensive, ongoing monitoring and evaluation programme has been put in place, which includes employees' and employers' experiences and views, as well as statistical analysis. It has provided monitoring and evaluation results for the policy areas that have had some time to 'bed down', and benchmark results, which will enable future monitoring and evaluation of recently introduced, or forthcoming policies.
- There is scope for extending econometric analysis of trends, aimed at identifying the legislative effect on measures that impact upon the structure of employment, as well as on some impact measures of work-life balance, in particular long hours working and amount of paid annual leave.

Annex 1.

Horizontal strand to monitoring and evaluation

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
Working Time Regulations (WTR)	1 October 1998, revised November 1999	<ul style="list-style-type: none"> • 2.5 million employees gain 3 weeks paid leave for first time. • 3.1 million employees gain 4 weeks paid leave for first time when provision came into force (November 1999). • 2 million employees benefit from daily and weekly rest provisions. • 3.5 million employees gain entitlement to health assessment. • 250,000 employees affected by night-work provisions. • Less accidents and illness. • Improved family life. 	<ul style="list-style-type: none"> • £1.9 billion annual cost to employers (rising to £2.3 billion when 4 weeks paid leave provision came into force). • Small record keeping costs (reduced further by 1999 changes). • 3-6,000 additional employment tribunal (ET) claims per year. 	<ul style="list-style-type: none"> • Bureaucracy. • Confusion. • Employers forced to change production methods, work organisation. • Extra costs lead to job losses. • Workers use derogation provisions to extract other concessions from employers. • Employers force workers to waive their rights. • Potential loss of income to people who suddenly work fewer hours because of the WTR. 	<ul style="list-style-type: none"> • Labour Force Survey (LFS) will show numbers usually working under 48 hours a week, numbers with 3 to 4 weeks paid leave, numbers working at night, numbers working 6 to 7 days weeks etc. (N.B. Will not indicate compliance because of averaging provisions and derogations). • Health and Safety Executive (HSE) health and safety statistics likely to be of little practical use. • Enforcement action recorded by HSE. • Employment tribunal (ET) claims monitored by The Employment Tribunals Service (ETS). 	<ul style="list-style-type: none"> • Monitoring and reporting on a regular basis on LFS data showing numbers of working hours patterns and numbers with 4 weeks paid leave are periodically carried out. • <i>'Implementation of the WTR'</i> (Apr 2001). Case study aimed at exploring how organisations adapted to WTR and to discover the impact where working practices were affected. • <i>'Implementation of the WTR: follow-up study'</i> (Jul 2003). • <i>'The business context to long hours working'</i> (Nov 2003) Survey of employers. • <i>'Working long hours: a review of</i> 	<ul style="list-style-type: none"> • WTR ET case numbers averaged around 4,700 a year in the 3 years to 2003/04. • 'There has been a reduction in long hours working over recent years, with the WTR contributing to this decline'. Source: <i>'The business context to long hours working'</i>. • Responses to the 2004 preliminary consultation indicated no opposition to the argument that opt-out agreements should be in writing. Businesses were less accepting of the proposed minimum period between contract and opt-out. The majority of respondents opposed an absolute cap on hours worked.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
					<ul style="list-style-type: none"> • Basic data on long hours working collected in Workplace Employee Relations Survey (WERS) 1998. 	<p><i>the evidence'</i> (Nov 2003).</p> <ul style="list-style-type: none"> • <i>'Working time - widening the debate. Summary responses to preliminary consultation on long hours working in the UK and the application and operation of the working time opt-out.'</i> (Dec 2004). • Review of literature and official statistics to look at the extent of long hours worked in the UK. • DTI monitors and reports internally on a regular basis on WTR-related employment tribunal cases. • <i>'A survey of workers' experiences of the WTR'</i> (Nov. 2004). 	<ul style="list-style-type: none"> • 'Recent and forthcoming changes to the regulations were not seen as problematic by most employers,' source: <i>'Implementation of WTR: follow up study.'</i> • Full-time employees with less than 20 days paid annual leave entitlement (exc. Bank holidays) <p>Pre-WTR legislation (Autumn 1997): 15.5%.</p> <p>Post-WTR legislation (Autumn 2004): 6.8%.</p> <ul style="list-style-type: none"> • Since the introduction of the Regulations in 1998, the proportion of employees who said they usually

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						<ul style="list-style-type: none"> • Basic data on long hours working collected in WERS 2004. 	<p>worked in excess of 48 hours per week has fallen slightly. This reduction has been sustained for 6 consecutive years between 1999 and 2004.</p> <ul style="list-style-type: none"> • Nevertheless, in 2004, average hours worked by full-time UK employees (43 hours per week) was amongst the highest in EU member states.
Working Time Regulations - amendment to remove 13 week qualifying period	25 October 2001	<ul style="list-style-type: none"> • 130,000 workers benefit from the reduction in the qualifying period. 	<ul style="list-style-type: none"> • £30 million policy costs to employers. • £8.1 million implementation costs to employers. 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	
Horizontal Amending Directive to extend Working Time Directive coverage	1 August 2003	<ul style="list-style-type: none"> • 120,000 workers benefit from minimum daily and weekly rest break entitlements. 	<ul style="list-style-type: none"> • £264 million annual compliance costs to employers. 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • 20,000 employees affected by restriction of hours worked by night-workers. • 50,000 employees benefit from minimum paid annual leave. • Record keeping requirements affect 70,000 employees. • 210,000 night-workers benefit from entitlement to a health assessment. 					
Amendment of 'Young Workers Directive: End of UK opt-outs'	6 April 2003	<ul style="list-style-type: none"> • Better work-life balance. • Improvements in health and safety. • Access to education and opportunities for personal development. 	<ul style="list-style-type: none"> • Annual compliance cost of £24 million to employers. 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
Amendment of Working Time Regulations: Changes to calculation of night hours working	1 August 2003	<ul style="list-style-type: none"> • Will affect 115,000 extra workers by including all overtime in night workers' hours calculation. 	<ul style="list-style-type: none"> • Annual compliance cost of £100 million to employers. 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Effects likely to be modest. Hence substantive evaluation may not be cost effective. 	
National Minimum Wage (NMW)	1 April 1999	<ul style="list-style-type: none"> • Nearly 1.2 million workers received pay rises as a result of the introduction of the NMW. • Less absenteeism, reduced staff turnover. • More commitment, training, and productivity. • Improved work incentives (modest). 	<ul style="list-style-type: none"> • £1 billion annual wage cost to employers (revised figures). 	<ul style="list-style-type: none"> • Bureaucracy. • Increased inflation. • Reduced profits. • Companies shift production or source overseas. • Job losses (range from tens to hundreds of thousands). • Inadequate enforcement leads to non-compliance. • Employees bear costs though reductions in other benefits. • Incentive to move activity into hidden economy. 	<ul style="list-style-type: none"> • Distribution of hourly earnings will indicate numbers earning less than NMW and effects higher up the distribution. • Enforcement data collected by Inland Revenue (IR). • ET claims monitored by ETS. • Numbers paid less than £3.50 per hour measured in WERS 1998. 	<ul style="list-style-type: none"> • Low Pay Commission (LPC) charged with evaluation of impact of NMW and making policy recommendations through publication of the '<i>NMW: Report of the Low Pay Commission</i>', Feb. 2005. • LPC has an ongoing research programme on more detailed quantitative and qualitative aspects of the impact of NMW on the economy. • WERS 2004 (First findings summer 2005) to account for the proportion 	<p>The 4th report of LPC concludes that:</p> <ul style="list-style-type: none"> • Two-thirds of the beneficiaries from the October 2004 NMW up-ratings were women. Almost half were women working part-time. • Minimal negative effect of NMW on employment of those directly affected. • NMW Development Rate has had at most a minor impact on young peoples' employment. • Small positive effect on public sector finances.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						<ul style="list-style-type: none"> of workplaces paying at or below £4.50. DTI monitors and reports internally on NMW-related employment tribunal cases quarterly. 	<ul style="list-style-type: none"> Most employers comply with the NMW. The actual number of ET cases with NMW as the main jurisdiction has always been significantly lower than estimated in the RIA.
NMW 2000 increases (incl. adjustments to Youth Development Rate, YDR).	October 2000 (July 2000 for the YDR adjustments)	<ul style="list-style-type: none"> Up to 1.5 million workers benefit; 150,000 young workers benefit from the rate increase. 	<ul style="list-style-type: none"> Minimal impact on wage bill (revised figures). 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above
NMW 2001 increases (including adjustments to YDR)	October 2001	<ul style="list-style-type: none"> Between 1.1-1.5 million workers and 90,000 young workers benefit. 	<ul style="list-style-type: none"> About £450 million increase in wage bill (revised figures). 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above
NMW 2002 increases (including adjustments to YDR)	October 2002	<ul style="list-style-type: none"> About 1 million workers benefit from the up-rating. 	<ul style="list-style-type: none"> Minimal impact on wage bill (revised figures). 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above
NMW 2003 increases (including adjustments to YDR)	October 2003	<ul style="list-style-type: none"> Around 1.2 million workers and 100,000 young workers benefit from the increase. 	<ul style="list-style-type: none"> Increased wage bill: £180-£400 million the first year (revised figures). 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
NMW: proposal to replace fair estimate agreements	6 April 2004	<ul style="list-style-type: none"> Increased fairness. Up to 70,000 workers benefit. 	<ul style="list-style-type: none"> Small administrative and wage bill cost. 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above
NMW 2004 increases (including adjustments to YDR)	October 2004	<ul style="list-style-type: none"> Up to 1.3 million workers benefit from the up-rating. 	<ul style="list-style-type: none"> About £370 million increase in the wage bill (revised figures). 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above 	<ul style="list-style-type: none"> See above
Unfair dismissal - reduction of qualifying period (Employment Relations Act 1999)	1 June 1999	<ul style="list-style-type: none"> Increased fairness and greater security for employees. 	<ul style="list-style-type: none"> 10-14,000 additional ET cases. £5-14 million annual costs to employers of defending unsuccessful applications. £4-6 million annual costs to Exchequer. 	<ul style="list-style-type: none"> Decreases flexibility by reducing employers' ability to dismiss poor-performing staff. Incentive to dismiss people before one year threshold. 	<ul style="list-style-type: none"> Number of ET claims monitored by ETS. Systems do not routinely collect length of previous service. Measure in Survey of Employment Tribunal Applications (SETA) 1998. 	<ul style="list-style-type: none"> DTI monitors and reports internally on a regular basis on unfair dismissal-related ET cases. 'Awareness, knowledge and exercise of individual employment rights' (Feb 2002). Measure tribunal applications from those with their employer for less than 2 years in SETA 2003. 	<ul style="list-style-type: none"> ET applications jumped from 37,000 to 44,500 in 1999/00, but have since declined. Applications numbered 37,600 in 2003/04. According to SETA 2003, unfair dismissal cases were most likely to be Acas settled (50%).
Unfair dismissal - no limit compensation in the case of whistle-blowers	25 October 1999	<ul style="list-style-type: none"> Preventing wrongdoing. Promoting a culture of greater 	<ul style="list-style-type: none"> None. 			<ul style="list-style-type: none"> DTI monitors and reports internally on a regular basis on unfair dismissal-related 	<ul style="list-style-type: none"> Associated ET claims numbered 337 in 2003/04, up from 270 in 2002/03.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
(Employment Relations Act 1999)		openness in dealing with wrongdoing and contributing to better corporate governance.				employment tribunal cases.	
Unfair dismissal compensation limits	Autumn 1999	<ul style="list-style-type: none"> Increased fairness for those employees currently affected by limit. (Increased from £12,000 to £50,000). As of 1 February 2004 the limit stood at £55,000 - as result of statutory annual up-ratings in line with the Retail Price Index. 	<ul style="list-style-type: none"> Affects very few cases. Costs likely to be modest. 	<ul style="list-style-type: none"> Increase in the limit will encourage a flood of new claims from people who currently do not pursue a claim because of the limit. 	<ul style="list-style-type: none"> Numbers of ET claims monitored by ETS. ETS management statistics record value of awards. 	<ul style="list-style-type: none"> ETS statistics will identify cases where awards are greater than the previous limit, but not whether or not claim would have been pursued under old £12,000 limit. 	<ul style="list-style-type: none"> The median value of unfair dismissal awards has increased by 34% between 1999/00 and 2003/04 to £3,375. Unfair dismissal cases were more likely than average to receive large awards. According to SETA 2003, the mean unfair dismissal award was £7,833. The mean award over all jurisdictions was £4,502.
Consultation on collective redundancies (Employment Relations Act 1999)	28 July 1999	<ul style="list-style-type: none"> Increased clarity for employers about how to appoint employee representatives. More effective consultation. 	<ul style="list-style-type: none"> Unquantified effects. Probably negligible. 	<ul style="list-style-type: none"> Ending of non-union consultation route reduces employers' flexibility. Effective consultation can 	<ul style="list-style-type: none"> Very little. Only numbers of redundancies, personal characteristics (LFS). 	<ul style="list-style-type: none"> 'Redundancy consultation: A study of current practice and effects of the 1995 Regulation' (July 1999) provided baseline results. 	<ul style="list-style-type: none"> The existing research suggests that the requirement to consult has not made it more difficult for management

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				lead to redundancies being avoided.	<ul style="list-style-type: none"> WERS 1998 collected data on whether workplaces made redundancies and whether consultation took place. 	<ul style="list-style-type: none"> WERS 1998 measures repeated in WERS 2004. 	to introduce change.
Detriment related to trade union activities and membership (Employment Relations Act 1999)	25 October 1999	<ul style="list-style-type: none"> Increased fairness. Better industrial relations by preventing victimisation. More effective implementation of legislation. 	<ul style="list-style-type: none"> Unquantified, but small number of ET claims. 	<ul style="list-style-type: none"> Cases may be difficult to prove in some cases. 	<ul style="list-style-type: none"> ET claims monitored by ETS. See above. 	<ul style="list-style-type: none"> Some small-scale monitoring of individual cases may help assessment of effectiveness of protections. Possibly linked to evaluation of TUC recognition procedures. Detriment related to trade union activities and membership-related ET case numbers monitored internally at DTI. Proxy measure in WERS 2004 (First findings summer 2005), including questions on employers 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						discouraging union membership or union recruitment at work.	
Unfair dismissal of strikers (Employment Relations Act 1999)	24 April 2000	<ul style="list-style-type: none"> • Increased fairness for strikers. • Greater incentive for parties to reach a settlement. 	<ul style="list-style-type: none"> • Effects unlikely to be substantial. • Additional ET claims where transgressions occur. 	<ul style="list-style-type: none"> • Protection for strikers will increase union militancy. • Employers will simply wait for expiry of protection and then dismiss strikers. 	<ul style="list-style-type: none"> • Numbers of strikes, working days lost, etc. (Office for National Statistics). • ET claims relating to dismissal in connection with a strike monitored by ETS. 	<ul style="list-style-type: none"> • Effects likely to be modest. Hence substantive evaluation may not be cost-effective. • Some small-scale monitoring of individual cases may help assessment of effectiveness of protections. • DTI reports internally on a regular basis on unfair dismissal-related cases. Unfair dismissal in connection with a strike reported within several other small jurisdictions. 	<ul style="list-style-type: none"> • Very few ET claims relating to dismissal in connection with a lock out, strike, or other industrial action over the last two years.
Trade union recognition (Employment Relations Act 1999)	6 June 2000	<ul style="list-style-type: none"> • Increased fairness as employees will have union recognition where 	<ul style="list-style-type: none"> • £1.7 million non-recurring costs and £6 million recurring 	<ul style="list-style-type: none"> • Possibility of bitter recognition disputes. 	<ul style="list-style-type: none"> • Number of employees with recognised union (LFS), extent of 	<ul style="list-style-type: none"> • Review of Employment Relations Act (ERA) 1999, 	<ul style="list-style-type: none"> • Over 850 voluntary deals since procedure introduced,

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		<p>this enjoys clear support.</p> <ul style="list-style-type: none"> Better industrial relations as a result. Less conflict, more involved and committed employees. 	<p>costs to employers.</p> <ul style="list-style-type: none"> £200,000 annual costs to Exchequer. Scheme likely to take time to build up. 	<ul style="list-style-type: none"> Increases scope for inter-union rivalry. Worse industrial relations if unions foisted on unwilling employers. Costly legal disputes. Legislation could dissuade investors from locating in the UK. 	<p>collective bargaining (LFS/ASHE).</p> <ul style="list-style-type: none"> Central Arbitration Committee (CAC) records should indicate numbers of firms and approximate numbers of employees involved in the procedure. Numbers of stoppages, days lost (ONS). Union recognition, density, collective bargaining arrangements measured in WERS 98. 	<p>announced July 2002. Consultation Feb-May 2003.</p> <ul style="list-style-type: none"> Monitoring of CAC cases to assess effectiveness of procedures. Repeat measures on union recognition, density, collective bargaining in WERS 2004, plus whether there have been any new requests for recognition agreements in WERS 2004 (First findings summer 2005). 'The content of the new trade union recognition agreements' (August 2004 and May 2005). This study reviewed the scope and content of new agreements made in the context of the Act; including, 	<p>source: Trades Union Congress/The Labour Research Department, 'Focus on Recognition Survey' Feb 2004.</p> <ul style="list-style-type: none"> Procedure has been efficient and speedy (median time just over 20 weeks, compared to over a year for 1975 procedure) source: Central Arbitration Committee (CAC) secretariat. 'The content of new voluntary trade union recognition agreements 1998-2002', Aug 2004: The vast majority, 85%, of new voluntary trade union recognition agreements concluded between 1998 and 2002 took the form of formal

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						<p>the extent they included reference to pensions, training or (non-pay) equality issues and how they featured in practice.</p> <ul style="list-style-type: none"> • ET claims relating to trade union rights monitored and internally reported at DTI, on a more aggregated basis. • Review of the Employment Relations Act, which collected detailed statistics on the process and consultation with stakeholders. 	<p>written agreements. 20% of all agreements providing for collective bargaining exactly mirrored the statutory model of bargaining, in restricting bargaining to pay, hours and holiday. Non-core issues such as pensions, training and equal opportunities were less likely to be explicitly included and more likely to be specifically excluded.</p> <ul style="list-style-type: none"> • The Review found that the procedure has encouraged voluntary settlement of claims; while CAC made 52 awards for recognition by Dec. 2002, over 700 deals have been voluntarily agreed since the statutory

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							procedure was introduced. 79% of parties to CAC cases providing feedback have expressed satisfaction with the process.
Industrial action ballots and notices (Employment Relations Act 1999)	18 September 2000	<ul style="list-style-type: none"> Fewer strikes because unions do not feel forced into holding a strike within the notice period following a successful ballot. 	<ul style="list-style-type: none"> Costs likely to be low or negligible. 	<ul style="list-style-type: none"> Unions given greater leverage by prolonging period of uncertainty and the threat of strike action. 	<ul style="list-style-type: none"> Numbers of strikes, working days lost, etc. (ONS). WERS 1998 measured incidence of ballots and industrial action. No indication of gap between strike ballot and commencement of strike. 	<ul style="list-style-type: none"> Effects likely to be modest. Hence formal evaluation may not be cost-effective. Track trends in ONS data. National labour disputes published annually. Annual international comparisons labour disputes (April), source: Labour Market Trends (LMT). Repeat measure in WERS 2004 (First findings summer 2005). 	<ul style="list-style-type: none"> Official statistics show that the number of stoppages in 2004 calendar year (130) was the lowest on record since 1920. The number of working days lost in 2004 (905,000) was higher than in 2003 (499,000), when there were a few large-scale disputes. However, over the past decade the data have generally remained relatively low and flat.

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Employment Relations Act 2004	1 October 2004	<ul style="list-style-type: none"> Remove potential risks of legal uncertainty or of unnecessary delay or cost that could arise from the legislation as drafted. Introduction of Union Modernisation Fund (UMF). 	<ul style="list-style-type: none"> Minimal to employers. £5-10 million to Exchequer from UMF. 	<ul style="list-style-type: none"> Nothing 	<ul style="list-style-type: none"> Nothing 	<ul style="list-style-type: none"> Evaluation may not be cost effective. Monitoring will be carried out through regular informal consultation with stakeholders. 	
Right to be accompanied to disciplinary/grievance proceedings (Employment Relations Act 1999)	4 September 2000	<ul style="list-style-type: none"> Affects 750,000 employees who do not currently have this right. 26,000 employees per year exercise their right. Increased sense of security/fairness on part of employees through being accompanied. Increased incentive for employers to have adequate disciplinary and grievance procedures in place. 	<ul style="list-style-type: none"> £2.3 million annual cost arising from lost output of person accompanying. Some additional claims through violations of new right. But better procedures may lead to fewer claims for unfair dismissal etc. (see benefits). 	<ul style="list-style-type: none"> 'Foot in the door' for trade unions. 	<ul style="list-style-type: none"> WERS 1998 measured whether workplaces allowed employees to be accompanied and by whom. ET claims for violation of right monitored by ETS. 	<ul style="list-style-type: none"> Repeated measure in WERS 2004. Measure in Survey of Employment Tribunal Applications (SETA) 2003. Employment tribunal cases monitored internally at DTI. 'Awareness, knowledge and exercise of individual employment rights' (See Includes question 	<ul style="list-style-type: none"> Between SETA 1998 and SETA 2003 the percentage of applicants not accompanied by someone of their choice at formal meetings with their employer declined from 57% to 53%. The percentage of applicants not being accompanied because they did not want to be, fell from 41% to 27%, suggesting people feel more confident in doing so.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> Means possibility of less claims going to ETs (RIA has illustrative assumption of 500 fewer claims per year saving employers £1 million and the Exchequer £200,000). 				<p>on employees' right to be accompanied.)</p>	<ul style="list-style-type: none"> The percentage of applicants not being accompanied because they did not think of it beforehand declined from 29% to 20%, which could reflect greater awareness. In SETA 1998, 8% of employers surveyed said that they would not have been content for the applicant to have been accompanied. 81 associated ET cases per annum over the three years to 2003/04.
Transfer of Undertakings Protection of Employment (TUPE) Regulations Amendment	October 2005	<ul style="list-style-type: none"> 2,500 to 7,100 business and 200,000 to 220,000 workers affected with an additional 2,500 to 4,500 businesses and 60,000 to 100,000 	<ul style="list-style-type: none"> Where there is an effect, likely to involve transfer of cost between transferor and transferee rather than a net resource cost. 		<ul style="list-style-type: none"> Official statistics do not even provide an estimate of the number of transfers each year. WERS 1998 collected a small amount of data on 	<ul style="list-style-type: none"> Likelihood of relatively modest net costs means major evaluation may not be cost-effective. There is very little information on 	

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		<p>employees affected by the extension of scope of the regulations.</p> <ul style="list-style-type: none"> • Reduction in jobs lost due to insolvency. • Lower transaction costs in the event of a transfer. • Increased security and certainty for employers and employees. • Reduced number of disputes. 	<ul style="list-style-type: none"> • Possibility of change in number of ET claims (could be up or down). 		<p>sub-contracting which involved the same employees doing the work, but did not identify whether TUPE transfers.</p> <ul style="list-style-type: none"> • Any significant effect on ET claims should be picked up by ETS. 	<p>transfers available. A survey to collect robust data would be complex to design and expensive. Probably only justified if further legislative changes were thought likely at some time.</p> <ul style="list-style-type: none"> • TUPE related employment tribunal case numbers monitored internally at DTI. Case numbers fairly low. • WERS 1998 measure repeated in WERS 2004. (First findings summer 2005). 	
Posted Workers Directive	Autumn 1999	<ul style="list-style-type: none"> • Greater fairness at work, by ensuring EU nationals posted abroad receive similar terms and conditions to nationals of the host country. 	<ul style="list-style-type: none"> • Minimal. 		<ul style="list-style-type: none"> • Very little. UK and European LFS provide information on EU nationals employed in UK and UK nationals employed elsewhere in EU, 	<ul style="list-style-type: none"> • Minimal effect means formal evaluation unlikely to be cost-effective. • Scope for low-level monitoring of any legal action or 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
					but nothing on whether their terms and conditions are comparable with host country workers.	other coverage in specialist press.	
Parental leave and time off for dependants	15 December 1999	<ul style="list-style-type: none"> • 2.2 million parents per year gain additional entitlement to parental leave (once full effects of policy have worked through). • 75-85,000 additional parents take up parental leave entitlements. • Value to parents of these benefits calculated at £109 million per year. • 2.2 million employees gain entitlement to time off work for dependants. • 560,000 additional employees take 	<ul style="list-style-type: none"> • £42 million annual cost of parental leave to employers (once full effects of policy have worked through). • £7 million annual cost to employers of granting time off for dependants. • 400 additional ET claims per year. 	<ul style="list-style-type: none"> • Will be especially burdensome for small businesses, which will be less able to cope with absences. • Will deter employment of women of child-rearing age. • Take-up will be low, especially among low-paid. 	<ul style="list-style-type: none"> • People on parental leave not separately identified in LFS. • Provision/availability of parental leave and time off to deal with family emergencies at workplace measured in WERS 1998. • ET claims monitored by ETS. 	<ul style="list-style-type: none"> • <i>'The Second Work-life Balance Study' (WLB2): results from the employers' survey</i> (Nov 2003). (This is a follow up study to the one published in 2000 into employers' provision of work-life-balance practices (including costs and benefits), as well as employees' take-up of, and demand for these initiatives.) • <i>'The Second Work-life Balance Study: results from the employees' survey'</i> (March 2004). 	<ul style="list-style-type: none"> • 'In around 11 per cent of workplaces, employers provided parents with parental leave entitlements that went beyond the statutory minimum. This represented an increase in comparison with the DTI Employers' survey on support for working parents, which stood at 5 per cent.' Source: <i>WLB2 Employers' Survey</i>. • Around 3 out of 10 workplaces providing special leave (time off for dependants) that was fully paid.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<p>up entitlement to time off.</p> <ul style="list-style-type: none"> • Improved balance between work and family life. • Less stress for working parents. • Benefits to children from greater parental contact. • Increased labour supply as more parents (esp. women) either stay in or return to labour market. 				<ul style="list-style-type: none"> • 'The relative availability of work-life balance practices to lone parents in the UK' (July 2003). • 'Awareness, knowledge and exercise of individual employment rights.' (Feb 2002). Explores employees' perception of availability and take up of work-life balance practices (time off for dependants, paternity and parental leave). • 'How employers manage absence' (March 2004). Case studies on how employers manage planned and unplanned absences. • 'Survey of how parents balance work, family and 	<p>'WLB2 employers' survey.'</p> <ul style="list-style-type: none"> • 2 in 5 respondents report their employer offers parental leave, 3 out of 4 report availability of time off for dependants. 'Awareness, knowledge and exercise of individual employment rights' (Feb 2002). • In the last two years, working parents with children under the age of 6 were the group that were most likely to have taken time off to fulfil caring responsibilities, 41% of parents with children under the age of 6 reported having taken time off to care for someone in the last two years, compared

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						<p><i>home</i>'. This survey was designed and commissioned specifically to inform the <i>'Work and Parents: Competitiveness and Choice Green Paper'</i> published in December 2000. Unpublished.</p> <ul style="list-style-type: none"> • <i>'Employers survey on support for working parents'</i>. This survey was also designed and commissioned to inform the <i>Work and Parents Green Paper</i>, published in December 2000. Unpublished. • Parental leave and time off for dependants related employment tribunal cases are monitored internally at DTI. 	<p>with 31% of parents with children aged between 6 and 11 years and 23% of parents with children aged between 12 and 16 years. 11% of employees with no dependent children under 16 had taken time off to care for somebody. <i>'Second Flexible Working Employee Survey'</i> (April 2005).</p>

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						<ul style="list-style-type: none"> WERS 2004 (First findings summer 2005) collects data on provision/availability of paid parental leave and time off to deal with a family emergency at the workplace. 	
Maternity leave (Employment Relations Act 1999)	15 December 1999	<ul style="list-style-type: none"> 2.6 million women benefit from increased entitlement to statutory maternity pay. 10,000 women each year take longer paid maternity leave. 50,000 additional employees take entitlement to longer maternity leave. Improved balance between work and family life. Less stress for working mothers. 	<ul style="list-style-type: none"> £1.8 million annual costs of increased statutory maternity pay to employers. £14 million costs of longer maternity leave to employers. 250 additional ET claims. 	<ul style="list-style-type: none"> Will be especially burdensome for small businesses, which will be less able to cope with absences. Will deter employment of women of child-rearing age. 	<ul style="list-style-type: none"> Women on maternity leave will be recorded in LFS as employees, although a separate question will pick up their maternity leave status. ET claims monitored by ETS. 	<ul style="list-style-type: none"> See above. The number of maternity leave-related ET cases monitored internally by DTI. Very small number of maternity leave-related cases in 2003/04. 	<ul style="list-style-type: none"> Around two-thirds of employers already provide maternity rights beyond the statutory minimum. <i>'WLB2 employers' survey.'</i> Around a quarter of employers offered maternity leave that exceeded the 18-weeks statutory minimum. <i>'WLB2 employers' survey.'</i>

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Benefits to children from greater maternal contact. • Increased labour supply as more women stay in the labour market. 					
Parental leave changes to extend entitlements	10 January 2002	<ul style="list-style-type: none"> • 2.8m parents qualify for parental leave under extended conditions. • 85-336,000 additional parents take up parental leave entitlements. 	<ul style="list-style-type: none"> • Cost to employers of covering additional absences between £6-£39 million for the first 3 years; £1-£8 million for the fourth year. 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	<ul style="list-style-type: none"> • See above 	
Amendment of reimbursement to employers of payments of Statutory Maternity Pay	April 2002	<ul style="list-style-type: none"> • 10,000 employers benefit from the higher rate of reimbursement. • Increased payments to employers (£30 million). 	<ul style="list-style-type: none"> • Cost to taxpayer of about £30 million. • Net effects likely to be modest (i.e. transfer of payments between employees and employers). 		<ul style="list-style-type: none"> • Official statistics will not track this. 	<ul style="list-style-type: none"> • Effects likely to be modest. Hence substantive evaluation may not be cost effective. 	
Maternity, paternity and adoption leave and Pay (Employment Act 2002)	6 April 2003	<p>Maternity leave:</p> <ul style="list-style-type: none"> • Mothers are able to spend longer with their new child. 	<p>Maternity leave:</p> <ul style="list-style-type: none"> • Cost to employers of implementation (one-off £10-£24 		<ul style="list-style-type: none"> • WERS 1998 collected data on the proportion of workplaces with leave 	<ul style="list-style-type: none"> • See 'parental leave and time off for dependants' above. (It will be used as a baseline 	<p>Maternity leave:</p> <ul style="list-style-type: none"> • See above (baseline result)

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		<ul style="list-style-type: none"> • More mothers remain in employment (monetary value: £39 million annually). • Simpler provisions make it easier to understand. <p>Paternity leave:</p> <ul style="list-style-type: none"> • More fathers take time off after the birth of their child. • More financial support for both new fathers and their employers (£57 million annually). <p>Adoption leave:</p> <ul style="list-style-type: none"> • Adoptive parents spend more time at home following placement. • More adoptive parents to remain in employment. 	<p>million) and covering of absences (£51 - £94 million annually).</p> <p>Paternity leave:</p> <ul style="list-style-type: none"> • Cost to employers of implementation (one-off £10 million), administration (£7-£13 million annually) and covering of absences (£23-£39 million annually). • Costs to Exchequer (£57 million annually). <p>Adoption leave:</p> <ul style="list-style-type: none"> • Cost to employers of implementation (one-off £1 million) and covering of absences (£1-£1.5 million annually). • Costs to Exchequer (£10 million annually). 		<p>arrangements allowing fathers time off when their children are born including paternity leave and provision of paid leave for fathers.</p> <ul style="list-style-type: none"> • Inland Revenue will provide statistics on take-up of new rights. 	<p>for future evaluation activity).</p> <ul style="list-style-type: none"> • <i>'Maternity and Paternity rights in Britain 2002. Survey of Parents'</i>, Department for Work and Pensions (Spring 2004). • WERS 2004 (First findings summer 2005) collects data on the proportion of workplaces providing fully paid maternity leave and number of fully paid weeks. It also collects data on how fathers usually take time off around the birth including paternity leave and whether leave is fully paid. 	<p>Paternity leave:</p> <ul style="list-style-type: none"> • Over a third of workplaces had a written policy giving employees entitlement to a specific period of paternity leave. This represents a significant increase from a DTI survey carried out in 2000. <i>'WLB2 employers' survey'</i> (baseline result).

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
European Works Councils (EWCs)	15 January 2000	<ul style="list-style-type: none"> • Increased employee involvement. • Better informed workforce. 	<ul style="list-style-type: none"> • Affects small number of large firms, some of which already have taken action. • £8.5 million non-recurring costs to employers. • £14.5 million annual costs to employers. 	<ul style="list-style-type: none"> • Bureaucracy. • Slows down decision-making, leading to lost business opportunities. • Creates pressures for (inappropriate) cross-EU bargaining. • EWCs toothless. 	<ul style="list-style-type: none"> • Numbers of companies eligible for EWCs. • WERS 1998 identified workplaces in the sample belonging to a larger organisation with an EWC. 	<ul style="list-style-type: none"> • '<i>Costs and benefits of European Works Councils Directive</i>', (Feb 2000). • Further evaluation low priority: probably case studies of firms newly introducing EWCs. • WERS 98 measure repeated in WERS 2004 (First findings summer 2005.) 	<ul style="list-style-type: none"> • WERS 98 indicated that of the workplaces that were part of private sector transnational companies, 19% said that an EWC operated within their organisation. It is also worth noting that 15% were unable to answer the question.
Part-time work Regulations 2000	1 July 2000	<ul style="list-style-type: none"> • 6 million part-time workers affected. • 45,000 benefit from elimination of discrimination. • Increased status for part-time work. • Increased employment opportunities as a result. 	<ul style="list-style-type: none"> • £27 million annual compliance costs. • Effect on number of ET claims ambiguous, some will arise from people exercising these new rights. However, these may have been cases that otherwise would have been pursued as (indirect) sex discrimination cases. 	<ul style="list-style-type: none"> • May deter employers from offering part-time work in some instances. • Complexity of legislation (need to define comparator, objective justification). 	<ul style="list-style-type: none"> • Numbers of part-time workers (LFS), their earnings (LFS/ASHE), whether receive training (LFS). • Number of part-time workers at workplace measured in WERS 1998. • ET claims monitored by ETS. 	<ul style="list-style-type: none"> • '<i>Part-time workers and fixed-term contracts survey</i>'. Survey of employers on current employment practices to inform the preparation of regulations to implement the Directive on part-time work. Unpublished. • Part-time work Regulations- 	<ul style="list-style-type: none"> • UK Productivity and Competitiveness Indicators show that the part-time employment rate was 25% in 2000, and rose to 25.5% in April-June 2003. • There have been an average of 336 associated ET claims per annum over the last three years (2003/04: 439, 2002/03: 150, 2001/02: 418)

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
						<p>related ET case numbers monitored internally at DTI. Case numbers fairly low.</p> <ul style="list-style-type: none"> •DTI monitors internally new developments in labour market statistics and regularly tracks trends in part-time workers. •WERS 2004 (First findings summer 2005)(data on profile of the workforce and whether access to flexible working is restricted for part-timers). 	
Summer Time Order 2002	March 2002	<ul style="list-style-type: none"> • Certainty of the summer time dates will aid business planning and benefit general public in a similar manner. 	<ul style="list-style-type: none"> • Minimal 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Effects likely to be modest. Hence substantive evaluation will not be cost-effective. 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
Fixed-Term Employees Regulations 2002	1 October 2002	<ul style="list-style-type: none"> • 25,000-53,000 employees benefit from prevention of less favourable treatment (£72-£172 million). • Improved access to training (£39-£73 million) and related increased productivity (£23-£146 million). • Savings to taxpayers, £5 million. • Prevention of abuses of fixed-term contracts will benefit 5,000-13,000 fixed-term employees (£6-£16 million). • Removing redundancy waiver for fixed-term contract benefits 43,000-120,000 employees (£28-£77 million). 	<ul style="list-style-type: none"> • Employers compliance costs £170-£370 million annually. • £2 million one-off administration costs to employers. 	<ul style="list-style-type: none"> • May deter employers from offering fixed-term contract work. • Implies lower aggregate employment. • Complexity of legislation (need to define comparator, objective justification). 	<ul style="list-style-type: none"> • Numbers of fixed-term contract workers, their earnings, whether receive training (LFS). • WERS 1998 collected data on whether firms used fixed-term contract workers. • ET claims monitored by ETS. 	<ul style="list-style-type: none"> • <i>'Part-time workers and fixed-term contracts survey'</i>. Explores the issue of fixed-term contracts and temporary work, looking at how the terms and conditions of these workers are different from permanent employees. Unpublished. • DTI monitors Fixed-Term Employees Regulation ET cases internally. • Measure in WERS 2004 (First findings summer 2005). 	<ul style="list-style-type: none"> • ETS statistics show that the number of claims from those who have suffered less favourable treatment and/or dismissal as a fixed-term employee than a full-time employee, declined from 100 in financial year 2002/03 to 76 in 2003/04.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
Equal Pay Questionnaire (Employment Act 2002)	6 April 2003	<ul style="list-style-type: none"> Speed up and simplify tribunal cases; £0.5 million benefit to employers and £0.1 million benefit to taxpayers annually. 	<ul style="list-style-type: none"> Cost of completing the questionnaire (£0.2-£0.4 million annually). 	<ul style="list-style-type: none"> Questionnaire should be statutory rather than voluntary. Time limit needs to be longer. 	<ul style="list-style-type: none"> ETS statistics on equal pay cases and speed with which cases are dealt with. 	<ul style="list-style-type: none"> Equal Opportunities Commission opinion on benefits of questionnaire. DTI reports internally on a regular basis on equal pay discrimination-related ET cases. 	<ul style="list-style-type: none"> ETS statistics on equal pay discrimination cases since the legislation came into force in 2003 are inconclusive.
Duty on employers to consider seriously requests for flexible working from the parents of young and disabled children. (Employment Act 2002)	6 April 2003	<ul style="list-style-type: none"> Over 3.7 million workers are entitled to submit requests. Improved work-life balance for parents and benefits for children. More mothers able to participate in workforce. 	<ul style="list-style-type: none"> Implementation: one-off £34 million plus £6 million annually. Handling of requests £114 million annually. Changes to working patterns: £176 million annually. 	<ul style="list-style-type: none"> Burden disproportionately on small to medium size enterprises (SMEs). No statutory rights for parents of children over 5 years old. No statutory rights for carers and other workers. 	<ul style="list-style-type: none"> LFS statistics looking at incidence of flexible working practices in the workplace. Acas helpline statistics revealing common employer/employee questions and numbers of people requiring help/guidance. ETS case statistics will show how many unfair dismissal cases lodged, and outcomes. 	<ul style="list-style-type: none"> '<i>The Second Work-life Balance Study. (WLB2 employers' survey)</i>' (Nov 2003). (See above). '<i>Second Work-life Balance Study. (Employees' survey)</i>' (March 2004). '<i>Flexible Working Module, ONS Omnibus Survey</i>' (April 2004). Module consisting of 9 questions regarding the take up of working parents' employment rights. 	<ul style="list-style-type: none"> 'WLB2' (baseline results): 86% of workplace had some type of flexible working time arrangement available for their employees to use. 98% of the workplaces that had received a request, in the last 12 months, from an employee to change from full-time to part-time working said that managers would be expected to give consideration to such requests.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
					<ul style="list-style-type: none"> • BMRB telephone survey collected data on the (i) uptake and (ii) attitude towards flexible working. • WERS 1998 collected data on provision of flexible working time arrangements for non-managerial employees. 	<ul style="list-style-type: none"> • 'A Parent's Right to Ask,' Chartered Institute of Personnel Development/Lovells (October 2003) (survey on the use of the new right to request flexible working in the first six months). • WERS 2004 (First findings summer 2005) collects data on provision/availability of flexible working arrangements at the workplace as well as eligibility criteria. 	
Placing Union Learning Representatives (ULRs) on a statutory footing (Employment Act 2002)	27 April 2003	<ul style="list-style-type: none"> • More learning activities. • Increased employee productivity (£16-£33 million annually after 1 year rising to £70-£140 million after 8 years). 	<ul style="list-style-type: none"> • Cost to employers of time off to ULRs (£6 million after 1 year rising to £23 million after 8 years), administration (£1 million after 1 year rising to £23 million after 8 years) and arranging cover for 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • WERS 2004 (First findings summer 2005) includes questions on the issue. • 'Trade Union Learning Representatives', a report produced by CIPD in association with 	<ul style="list-style-type: none"> • Workers in junior positions, many of whom tend to be suspicious of learning and training initiatives, are gaining the most - to the advantage of the individual and the employer alike, <i>Trade Union</i>

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> Better employment relations. 	<p>employees consulting their ULRs.</p> <ul style="list-style-type: none"> Cost to the Exchequer £5 million. 			<p>the national LSC and the TUC (April 2004).</p> <ul style="list-style-type: none"> 'New Faces', contains the results of a TUC survey of learning reps conducted last year (March 2004). 	<p><i>Learning Representatives</i>, April 2004.</p> <ul style="list-style-type: none"> The 'New Faces' report reveals that 28% of learning reps are new to union activities, and 59% are women who have never before been active in a union. Further, the public/private split of union learning reps is fairly evenly matched, with 52% in the public sector and 47% of reps in the private sectors. Over half the reps work in large organisations. A considerable number, are, nevertheless, employed in firms with less than 250 employees.
Statutory Dispute Resolution Procedures (Employment Act 2002)	1 October 2004	<p>Better employment relations:</p> <ul style="list-style-type: none"> Increased productivity. 	<p>Cost to employers:</p> <ul style="list-style-type: none"> One-off adjustment costs £39-£73 million. 	<ul style="list-style-type: none"> Increased number of tribunal cases. Individual cases more complex 	<ul style="list-style-type: none"> ETS data on number of cases where failure to comply with the procedural 	<ul style="list-style-type: none"> WERS 2004 collects data on the incidence of dispute resolution procedures and 	<ul style="list-style-type: none"> The SETA 2003 responses indicated that 42% of applicants who said that

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Lower recruitment costs. • 34,000-37,000 fewer employment tribunal cases to defend each year (£68-74 million savings to employers); (£31-£34 million savings to taxpayer). 	<ul style="list-style-type: none"> • Recurring cost £35-£48 million. 	<p>and expensive.</p> <ul style="list-style-type: none"> • Low literacy individuals may be discouraged to put in an ET claim. • It may have an impact on informal pre-arrangements that may work well. • Implementation is being rushed. This may have an impact on the understanding of legislation. 	<p>requirements becomes an issue, including the number of cases where awards are adjusted because of procedural failings. The overall volume of ET claims will also be an indicator of effectiveness.</p>	<p>will provide a baseline for monitoring the impact of this policy.</p> <ul style="list-style-type: none"> • SETA 2003 likewise gives a pre-Regulation benchmark and includes questions on the demographics of ET claimants and their use of procedures. 	<p>written procedures were in place said that the procedures had been followed to some extent.</p> <ul style="list-style-type: none"> • 23% of applicants in permanent jobs, and 10% of those in temporary jobs said that written procedures had been followed all the way through.
Employment Tribunal Regulations Amendment (Employment Act 2002)	1 October 2004	<ul style="list-style-type: none"> • More efficient Employment Tribunals Service with increased clarity of procedures and methods (monetary value: £4.1-£8.3 million annually). 	<ul style="list-style-type: none"> • One-off cost to the Exchequer £850,000. • Recurring cost of £0.3 million to Exchequer. 	<ul style="list-style-type: none"> • Proposed pre-Acceptance Procedure for ET claims may be too obstructive to make a claim. • Proposed fixed period of conciliation may reduce likelihood of a conciliated settlement. • New prescribed forms may be too 	<ul style="list-style-type: none"> • ETS statistics show number of applications that go to a hearing and average duration of cases. 	<ul style="list-style-type: none"> • More formal review of the impact of the fixed period aspect of the regulations 18 months after they have been implemented. • Survey of Employment Tribunal Applications (SETA 2003), on how the system is working and the cost to 	<ul style="list-style-type: none"> • In 2003/04, 93,973 ET cases were disposed of. Of these, 63,559 (68%) were either Acas settled or withdrawn; 22,433 (24%) were either successful at tribunal or dismissed at the hearing; an additional 7,981 cases (8%) were otherwise disposed of.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
				<p>demanding and require too much information, making it harder to make a claim, which may be legitimate.</p> <ul style="list-style-type: none"> Proposed 23 days response time for employers is too short. 		<p>employers, in long-term (August 2004).</p> <ul style="list-style-type: none"> A period of public consultation on the revised Employment Tribunals Claim Form and Response Form was undertaken in early 2004. 	
Employment Equality (Sexual Orientation) Regulations.	1 December 2003	<ul style="list-style-type: none"> Between 1.3 million and 1.9 million affected by this legislation. About 20% (275,000-390,000) of those may suffer from sexual orientation discrimination. Affected individuals gain greater opportunities to match abilities to available jobs, increased development, training, and promotion possibilities. 	<ul style="list-style-type: none"> £14.2 million non-recurring costs to employers in terms of increasing their awareness of legislation. £2 million annual cost to employers and £0.5 to the Exchequer through employment tribunals. Increased employee pensions costs. 	<ul style="list-style-type: none"> Bureaucracy. Increased litigation. Increased tension among the workforce. 	<ul style="list-style-type: none"> 'British Social Attitudes Survey' (BSAS) 2003 includes questions on peoples' perception of discrimination on grounds of sexual orientation in relation to several areas including; recruitment, promotion and training. ETS statistics on number of cases. WERS 1998 collected data on workplaces with equal 	<ul style="list-style-type: none"> Scope for secondary analysis 'before and after' with BSAS 2004 which includes the discrimination module (published Winter 2005). DTI to report on a regular basis on sexual orientation discrimination related cases. Measure in WERS 2004 (First findings summer 2005). Formal review of legislation in 2005/06. 	<ul style="list-style-type: none"> Too early to report on number of ETS claims.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Pensions entitlements for individuals (£1.6 million rising to £39.2 million by year 40). • Better retention of skills and knowledge; avoiding sickness, long term absences. • Better motivation of the workforce. 			<p>opportunities policies and examined how these policies are communicated to staff and whether employers monitor the impact of these policies.</p>		
Employment Equality (Religion or Belief) Regulations	2 December 2003	<ul style="list-style-type: none"> • 4.6 million workers with active religious participation. • 92,000 may suffer from religious discrimination. • Greater opportunities to match individuals' abilities to available jobs, increased development, training, and promotion possibilities 	<ul style="list-style-type: none"> • £14.4 million non-recurring costs to employers in terms of increase in their awareness of the legislation. • £2 million annual cost to employers and £0.5 million to the Exchequer in defending employment tribunal cases. 	<ul style="list-style-type: none"> • Bureaucracy. • Increased litigation. • Increased tension among the workforce. 	<ul style="list-style-type: none"> • 'British Social Attitudes Survey' (BSAS) 2003 includes questions on peoples' perceptions of discrimination on grounds of religion in relation to several areas including; recruitment, promotion and training. (BSAS 2004, available Winter 2005.) 	<ul style="list-style-type: none"> • Scope for secondary analysis 'before and after' with the next BSAS that includes the discrimination module. • DTI reports internally on a regular basis on discrimination on the grounds of religion or belief-related employment tribunal cases, as part of the new 	<ul style="list-style-type: none"> • Too early to report on the number of ETS claims.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<p>(monetary value £9.25 million).</p> <ul style="list-style-type: none"> • Allowing time off for religious festivals. • Better retention of skills and knowledge; avoiding sickness and long-term absences. • Better motivation among the workforce. 				<p>jurisdiction grouping.</p> <ul style="list-style-type: none"> • Formal review of legislation in 2005/06. • Measures in WERS 2004. 	
Age Discrimination Legislation	October 2006	<ul style="list-style-type: none"> • 1.5 million individuals over age of 50 and 0.5 million individuals between 16 and 25 discriminated on the grounds of age. • Macroeconomic benefits, with increased employment rates, better matching of individuals to jobs. • Increased development, 	<ul style="list-style-type: none"> • One-off £141-155 million implementation costs for employers. • Costs from increased scrutiny in recruitment and required improvements in internal systems such as appraisals and staff monitoring. • Employers and Exchequer costs 	<ul style="list-style-type: none"> • Burden on business especially SMEs. • Legislation will lead to job blocking by older workers. • Employers forced to keep people on who are not up to the job. • Older workers ability declines with age. 	<ul style="list-style-type: none"> • LFS data on characteristics of those in employment, unemployment and economically inactive. • General Household Survey includes data on earnings, pension and retirement income. • WERS 1998 measures the age distribution of the workforce at the 	<ul style="list-style-type: none"> • <i>'Equality and Diversity: Age Matters'</i>. Age Consultation 2003. • <i>Survey of employment practices (age discrimination - benchmark survey)</i>. Forthcoming. • <i>The age dimension of employment practices</i>. Forthcoming. 	<ul style="list-style-type: none"> • <i>'Age matters: a review of the existing survey evidence'</i> (Feb 2004). • Evidence suggests that those aged between 50 and State Pension Age may be viewed less favourably by firms when recruiting, retaining, and training staff.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<p>training and promotion possibilities for individuals (per annum £30-£67 million).</p> <ul style="list-style-type: none"> • Exchequer: higher tax and National Security receipts. 	<p>of increased employment tribunal applications (£16-32 million and £4.3-£8.6 million annually, respectively).</p>	<ul style="list-style-type: none"> • Forcing people to work longer. • Sneaky attempt to solve the pensions crisis. • Beneficial workplace practices will be outlawed unnecessarily. • Employers will still be able to discriminate on age grounds. 	<p>sampled establishments, and includes questions on the age dimension of personnel policies in the workplace.</p> <ul style="list-style-type: none"> • <i>British Social Attitudes Survey</i> (BSAS) 2003 includes questions on employers' perception on discrimination on grounds age in relation to recruitment, promotion, training, promotion or pay. 	<ul style="list-style-type: none"> • <i>'Age matters: a review of the existing survey evidence'</i>. (Feb 2004). • DTI to report internally on a regular basis on age discrimination-related cases. • Monitoring of recent developments in the labour markets statistics. • <i>'Retirement ages in the UK: a review of the literature.'</i> (July 2003). 	<ul style="list-style-type: none"> • It is also clear that older individuals exhibit a range of adverse labour characteristics, when compared to other workers. • It is not clear that age legislation alone will improve the situation of these individuals.
Private Recruitment Industry Regulations	April 2004	<ul style="list-style-type: none"> • Will affect about 570,000 workers employed by private staff providers. • Increased efficiency and flexibility of the labour market. • Increased security 	<ul style="list-style-type: none"> • One-off administrative costs for agencies £4.5-£6.2 million, plus £0.65m cost for audit fees for entertainment agencies. • Recurring costs to agencies £6.3-£15.4 million. 	<ul style="list-style-type: none"> • New regulations will increase/ decrease number of agency workers. • Restrictions on 'temp to perm' fees will lead to higher rates and less agency employment overall. 	<ul style="list-style-type: none"> • Numbers of agency workers, their characteristics (LFS). (NB. this group difficult to estimate with precision. LFS numbers probably too low). • WERS 1998 collected data on 	<ul style="list-style-type: none"> • DTI and ONS to take steps to improve data on private recruitment industry. • Measured in WERS 2004 (First findings summer 2005). 	<p>Responses from the WERS 98 showed that of all workplaces with 25 or more employees:</p> <ul style="list-style-type: none"> • 29% of employees for private sector workplaces are temporary agency workers.

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> for agency workers. • Less scope for abuse of regulations by 'cowboy' employers. • Easier for agency workers to move into permanent jobs. 	<ul style="list-style-type: none"> • Cost issues largely a transfer of costs from hirer to agency, rather than a net resource cost. 		<p>whether firms used agency workers.</p>	<ul style="list-style-type: none"> • Scope for improvement in data collection. 	<ul style="list-style-type: none"> • 26% of employees for public sector workplaces are temporary agency workers.
Information and Consultation Directive	6 April 2005	<ul style="list-style-type: none"> • Better-informed, committed and motivated workforce. • Better employment relations. • Lower staff turnover. • Higher productivity. 	<ul style="list-style-type: none"> • Aggregate one-off cost to all enterprises with 50+ employees of becoming familiar with the legislation: £1.3m. • Total aggregate one-off cost of establishing workforce support, electing employees' representatives, negotiations and setting-up: £23-52 million. • Recurring running costs of new and changed I&C 	<ul style="list-style-type: none"> • It may not be possible to raise standards of employee dialogue by means of legislation. • Legislation may do away with pre-existing arrangements that work well. • Staff outside of management grades may not be qualified to play a useful role in dealing with high-level issues; it may slow decision-making. 	<ul style="list-style-type: none"> • WERS 1998 included measure on Information and Consultation arrangements and the degree to which employees think they are being consulted. 	<ul style="list-style-type: none"> • Scope for secondary econometric analysis to work out productivity effect after legislation has had time to 'bed down'. • WERS 2004 retains and expands measures that deal explicitly with aspects introduced by the Information and Consultation Directive. • DTI will monitor referrals of 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
			<p>systems: £19-45million per annum.</p> <ul style="list-style-type: none"> • Cost to employers of disputes going to the Central Arbitration Committee (CAC), peaking at £85,000 to £2.4 million in 2009. • Extra costs to the Exchequer (specifically Acas), peaking at £2,600-18,000 per annum in 2009. • Extra costs to the Exchequer (specifically the CAC) peaking at £47,000 to £1.3 million per annum. 			<p>disputes about the Information and Consultation Directive to the CAC.</p> <ul style="list-style-type: none"> • Scope for case studies to see how firms adjust to the legislation. 	
Work and Families	April 2007 (extension of SMP and MA); October 2007 (extension of SAP)	The extension of statutory maternity (SMP), maternity allowance (MA) and statutory adoption pay (SAP) from six months to nine months by April 2007:	The extension of statutory maternity (SMP), maternity allowance (MA) and statutory adoption pay (SAP) from six months to nine months by April 2007:	<ul style="list-style-type: none"> • Helps hard-working parents give their children a good start in life. Also good for economic growth and prosperity. 	<ul style="list-style-type: none"> • Along with the ONS, DTI will consider the feasibility of monitoring extended maternity pay and leave through questions in 	<ul style="list-style-type: none"> • DTI, along with DWP, will monitor information on take up rates of extended paternity leave and pay; the incidence of pay and leave transferred from 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> The child will benefit from greater parental support. Parents will benefit from being able to spend more time with their children. Mothers will have more choice about when they return to work, as well as having more time to secure other childcare arrangements. For employers, the estimated reduction in recruitment costs as a result of increasing the number of mothers staying on after return to work: £12.5 million per annum. <p>Increasing the period of notice to be given by an employee prior to returning to work after maternity leave:</p>	<ul style="list-style-type: none"> Additional cost to the Exchequer: £329 million per annum. Additional net cost to employers: £35-36 million per annum. <p>Increasing the period of notice to be given by an employee prior to returning to work after maternity leave:</p> <ul style="list-style-type: none"> Very minor cost to employers of informing employees of new rules. <p>Transfer of leave from mothers to fathers:</p> <ul style="list-style-type: none"> Additional cost to the Exchequer: up to £8 million per annum. Additional cost to employers: up to £17 million per 	<ul style="list-style-type: none"> Direct delivery of SMP, MA and SAP by the Inland Revenue may reduce employer-employee contact during periods of leave and, in turn, make it more difficult to manage periods of extended leave. The introduction of direct delivery of SMP, MA and SAP by the Inland Revenue could also make the provision of generous contractual pay packages - where employers typically pay their employees more than the statutory minimum - considerably more difficult to administer. Parents who are not covered by the flexible working legislation 	<p>the Labour Force Survey.</p>	<p>mother to father and from one adopter to another.</p> <ul style="list-style-type: none"> DTI will continue to monitor employee awareness and take up of the right to request flexible working through periodic flexible employee surveys and work-life balance surveys. 	

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Benefits to employers: up to £1.9 million per annum. <p>Transfer of leave from mothers to fathers:</p> <ul style="list-style-type: none"> • Greater opportunity for parents to share childcare responsibilities and to take advantage of situations where the mother earns more than the father. <p>Inland Revenue direct delivery of SMP, MA and SAP:</p> <ul style="list-style-type: none"> • For employers currently not using an automated statutory payments system, the new arrangement would replace quite a complicated calculation. 	<p>annum, including administration costs.</p> <p>Inland Revenue direct delivery of SMP, MA and SAP:</p> <ul style="list-style-type: none"> • One-off costs to the Inland Revenue: £33-55 million. • Ongoing running costs to the Inland Revenue: £9-26 million per annum. <p>The extension of existing rights for an employee to request flexible working arrangements to carers and parents of older children:</p> <ul style="list-style-type: none"> • Costs to employers depend on how far the right is extended. • One-off cost to employers: up to £19 million. 	<p>may 'resent' those employees who are entitled to make a request under the proposed options. This may lead to lower staff morale in the workplace.</p>			

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Employers presently using a payroll agent to handle SMP etc. will save the fees involved. • Main beneficiaries will be those employers for whom SMP etc. is currently not routine. <p>The extension of existing rights for an employee to request flexible working arrangements to carers and parents of older children:</p> <ul style="list-style-type: none"> • Will lead to substantial quality of life benefits through more flexible working and a better family life. • Benefit to employers in terms of reduced recruitment costs: up to £148 million per annum. 	<ul style="list-style-type: none"> • Recurring costs to employers: up to £223 million per annum. 				

Policy	Comes into force	Expected benefits (source: RIA)	Expected costs (source: RIA)	Other claims	What will statistics show?	Monitoring and evaluation activities	Results
		<ul style="list-style-type: none"> • Increase in employers' productivity/profit: up to £94 million per annum. • Savings in absence costs: up to £10 million per annum. 					

Annex 2.

Vertical strand to monitoring and evaluation

Broad theme	Specific impact measure	Anticipated effect of legislation	What will statistics show?	Monitoring and evaluation activities	Results
A: Quality of employment relationship	A1: Job satisfaction	Increase: Measures A1 to A5 reflect the employees' view of the employment relationship (although managerial perceptions could also be tested).	<ul style="list-style-type: none"> • Not measured in regular statistics, Workplace Employee Relations Survey (WERS) 1998 measures job satisfaction with regard to four individual aspects: influence over their job, pay, sense of achievement and respect from managers. It also includes a global or summary measure. 	<ul style="list-style-type: none"> • WERS 2004 (First findings available summer 2005) includes new and expanded measure of job satisfaction. 	<ul style="list-style-type: none"> • WERS 1998 (summary measure, baseline results): 53% satisfied or very satisfied, 27% neither satisfied nor dissatisfied and 19% dissatisfied or very dissatisfied.
	A2: Employee commitment	Increase (see A1).	<ul style="list-style-type: none"> • WERS 1998 measures three individual aspects of employee commitment (loyalty to organisation, share values of organisation and feeling proud about organisation) and presents a high commitment summary measure. 	<ul style="list-style-type: none"> • Measure in BSAS 2003 and 2004 (BSAS 2004 available Winter 2005.) • Consistent measure in WERS 2004. 	<ul style="list-style-type: none"> • BSAS 2003: proportion of employees saying they do their best, even if it sometimes interferes with the rest of their life, has steadily declined since 2000 to 46% in 2003. The proportion saying they work hard but not so it interferes with the rest of their life has risen since 2000 to 47% in 2003. • WERS 1998 (summary measure, baseline results): across employees, 57% had high or very high commitment score; 32% neither high nor low commitment; 10% low commitment.

Broad theme	Specific impact measure	Anticipated effect of legislation	What will statistics show?	Monitoring and evaluation activities	Results
	A3: Perceived climate of management-employee relations	Increase (see A1).	<ul style="list-style-type: none"> WERS 1998 includes a measure on employees' managers, and union representatives' perception of the climate of employment relations. 	<ul style="list-style-type: none"> BSAS 2003 and 2004 (BSAS 2004 available Winter 2005.). Consistent measure in WERS 2004. (First findings available summer 2005). 	<ul style="list-style-type: none"> BSAS 2003: 46% of employees said they considered relations between management and other employees at their workplace to be "quite good," 35% "very good," 3% "not very good," and 5% "not at all good." <p>WERS 1998 (summary measure, baseline results):</p> <ul style="list-style-type: none"> 90% of managers believe the climate of employment relations at the workplace is good or very good (compared to 51% of employees). 21% of employees believe the climate of employment relations at the workplace is poor or very poor (compared to 2% of managers).
	A4: Perceived job security	Increase (see A1).	<ul style="list-style-type: none"> WERS 1998 includes a direct measure of employees' perceived job security. 	<ul style="list-style-type: none"> Consistent measure in WERS 2004. Measure in BSAS 2003 and 2004. 	<ul style="list-style-type: none"> WERS 1998 (summary measure, baseline results), (overall picture): 60% strongly agree their job is secure in their workplace; 20% disagree; 20% neither agree nor disagree.

Broad theme	Specific impact measure	Anticipated effect of legislation	What will statistics show?	Monitoring and evaluation activities	Results
	A5: Absenteeism	Decrease: Evidence suggests that greater job satisfaction, commitment etc., reduces absenteeism.	<ul style="list-style-type: none"> • Measured in Labour Force Survey (LFS) on a quarterly basis (new improved questions introduced in spring 2000). • Labour Market Trends (LMT) includes a quarterly report with the latest figures on absence due to sickness or injury. • General Household Survey. • Employers' surveys (such as CBI Survey and CIPD Survey). • Measured in WERS 1998. 	<ul style="list-style-type: none"> • Track LFS trends. • 'How employers' manage absence' (March 2004). Case studies on how employers manage planned and unplanned absences (e.g. time off for emergencies and parental leave, respectively). • Consistent measure in WERS 2004. (First findings available summer 2005). 	<ul style="list-style-type: none"> • 'Trends and sources of data on sickness absence.' LMT April 2002. Levels of sickness absence among the general population have remained fairly constant over the last 20 years. Absence is concentrated among certain groups of people: women, those aged under 30, public sector workers.
	A6: Staff turnover	Decrease: Evidence suggests that greater job satisfaction, commitment etc. associated with fewer resignations.	<ul style="list-style-type: none"> • Approximate indicators can be derived from Labour Force Survey (LFS) on quarterly basis: Job tenure - length of time with current employer. • Voluntary resignations and dismissals measured in WERS 1998. 	<ul style="list-style-type: none"> • Track LFS trends. • Potential for secondary analysis of LFS data once a reasonable run of post-legislation data is in place. (Could also utilise longitudinal database.) • Consistent measure in WERS 2004. 	

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B: Workplace employment relations	B1: Union recognition	Possible increase: The statutory recognition procedure provides unions with an opportunity to increase bargaining coverage and membership, if they can convince employees.	<ul style="list-style-type: none"> • Measured in autumn LFS on annual basis. Data published in spring/summer. • Approximate indicators from ASHE. • Measured in WERS 1998. 	<ul style="list-style-type: none"> • Track LFS and ASHE trends. Trade union membership and density statistics monitored and published in Labour Market Trends. • New recognition agreements measure in WERS 2004. • Volume 1 - '<i>The content of the new trade union recognition agreements 1998-2002: report of preliminary findings</i>' (August 2004). • Volume 2 - '<i>The content of new voluntary trade union recognition agreements 1998-2002</i>' (May 2005). • BSAS 2003 and 2004 include measures on trade union membership and recognition. (BSAS 2004, available winter 2005). 	<ul style="list-style-type: none"> • Over 700 voluntary deals since procedure introduced. 'Trades Union Congress (TUC)/Labour Research Department (LRD) '<i>Focus on Recognition Survey</i>.' 2004. • Procedure has been efficient and speedy (median time just over 20 weeks, compared to over a year for 1975 procedure). Central Arbitration Committee (CAC) secretariat. • '<i>The content of the new trade union recognition agreements 1998-2002: report of preliminary findings</i>': 84% of voluntary trade union recognition agreements concluded in the light of the Employment Relations Act 1999 took the form of formal written agreements. 20.5% reflected the statutory model in restricting bargaining to pay, hours and holidays. Non-core issues, such as pensions, training and equal

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					opportunities were less likely to be explicitly included and more likely to be specifically excluded.
	B2: Union density	Possible increase (see B1).	<ul style="list-style-type: none"> • Measured in autumn LFS on annual basis. Data published in spring/summer. • Returns from unions compiled by Certification Officer. Data published alongside LFS data in spring/summer (although it refers to the year before, i.e. is 18 months old). • Measured in WERS 1998. 	<ul style="list-style-type: none"> • (See above) • Track trends in LFS and Certification Officer data. • Potential for secondary analysis of LFS data once reasonable run of post-legislation data in place. • BSAS 2003 and 2004 include measures on trade union membership. • Consistent measure in WERS 2004. (First findings available summer 2005). 	<p>LFS trade union membership and union density data:</p> <ul style="list-style-type: none"> • Union members: declining numbers over the first half of the 90s, continuing thereafter at a slower pace. Just over 6.5m employees were union members in autumn 2004. • A similar trend is evident in union density (union membership as a proportion of employment), which stood at 28.8% in autumn 2004.
	B3: Industrial action	Uncertain: a better climate of employment relations should reduce the number of disputes, although any increase in unionisation could go the other way.	<ul style="list-style-type: none"> • Data published on monthly basis by ONS. • Measured in WERS 1998. 	<ul style="list-style-type: none"> • Track trends in ONS data. • Annual National Labour Disputes feature published (June). Annual International Comparisons Labour Disputes (April), LMT. • Consistent measure in WERS 2004. 	<p>ONS UK labour dispute statistics show:</p> <ul style="list-style-type: none"> • The total number of stoppages in 2004 (130) was the lowest calendar year total on record since 1920. • Working days lost in 2004 (905,000) were

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					significantly higher than in 2003 (499,000) when there were a few large-scale disputes, but lower than the 1.3 million working days lost in 2002.
	B4: Employment tribunal applications	Uncertain: the legislation will increase number of jurisdictions. But improved procedural quality (e.g. default judgements, time limit for a respondent to reply to a claim) could prevent some ET claims.	<ul style="list-style-type: none"> • Data on applications collected by ETS. • WERS 98 included measures on the use of disciplinary procedures at the workplace (restricted to non-managerial employees). 	<ul style="list-style-type: none"> • Monthly and quarterly monitoring of employment tribunal applications. Quarterly internal briefing on ET applications, in which individual jurisdictions are aggregated into several groups. Regularly tracking trends. • 'Survey of Employment Tribunal Applications' (SETA, 2003) includes questions on the demographics of employment tribunal claimants and their use of procedures. • WERS 2004 retains previous measures but not restricted to non-managerial employees. Measures have been added to test the 'step approach' to disciplinary procedures. (First findings available summer 2005). 	<ul style="list-style-type: none"> • Upward trend in the number of ET applications during the 1990s, peaking in 2000/01, before levelling off. In 2003/04 the number of claims was 115,042.

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	B5: Dispute resolution at the workplace	Increase: The introduction of minimum standard statutory dispute resolution may lead to higher solving of disputes at the workplace. Good performance of Acas may also have an impact on dispute resolution before an ET application is made.	<ul style="list-style-type: none"> • Acas measures its performance against targets (i.e. resolving collective disputes, promoting good practice events, provision of information and advice). • WERS 1998 includes measures on the availability and use of dispute resolution procedures at the workplace. • Legal Services Research Centre (LSRC) Periodic Survey estimates the rate of 'justiciable problems' to be 37.3%. (March 2003). LSRC has replaced this with the English and Welsh Civil and Social Justice Survey. 	<ul style="list-style-type: none"> • WERS 2004 retains measures on the availability and use of dispute resolution procedures at the workplace, and includes new measures to provide a baseline test of the statutory dispute resolution procedures. • ETS data on number of cases where failure to comply with the procedural requirements becomes an issue, including the number of cases where awards are adjusted because of procedural failings. The overall volume of ET claims will also be an indicator of effectiveness. • SETA 2003: number of cases where minimum standards have been used. 	<ul style="list-style-type: none"> • Acas measures performance against target (Annual Report 2003/04): Collective conciliation cases in which parties report all or some issues settled in conciliation: 76% (vs. target 80%) 2001/02. • Advisory mediation cases in which parties report all or some of the objectives were met: 90% (vs. target 80%) 2001/02.
	B6: Quality and efficiency of service provided by Employment Tribunal System.	Increase: Employment Tribunal Regulations amendments aim at increasing efficiency and streamlining the proceedings.	<ul style="list-style-type: none"> • ETS measures performance against quality targets. 	<ul style="list-style-type: none"> • More formal review of the impact of the fixed period aspect of the regulations 18 months after they have been implemented. 	<p>ETS 2003/04 annual report:</p> <ul style="list-style-type: none"> • Quality indicators: 81% ET cases to a first hearing within 26 weeks (target 75%); 86% ET decisions issued within 4 weeks of final hearing (target 85%).

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				<ul style="list-style-type: none"> • SETA 2003 provides evidence of how the system is working and cost to employers, in long-term. (August 2004.) 	<ul style="list-style-type: none"> • Efficiency indicators: unit costs showed a real increase of 8% in 2002/03 (a 7% increase in 2003/04). The target is a 3% real reduction in administration costs.
C: Work-life balance	C1: Long hours working	Decrease	<ul style="list-style-type: none"> • Data on paid and unpaid working hours available on a quarterly basis from the LFS. • Data on paid hours available on annual basis from ASHE. • Basic data on hours of work collected in WERS 1998. 	<ul style="list-style-type: none"> • Track trends in LFS and ASHE. • <i>'Working long hours: a review of the evidence'</i> (Nov 2003). • <i>'The business context to long hours working'</i> (Nov 2003). Survey of employers. • <i>'A survey of workers' experiences of the WTR'</i> (Nov.2004). • <i>Working Time - Widening the Debate. A preliminary consultation on long-hours working in the UK and the application and operation of the working time opt-out.</i> Response summary, December 2004. • Expanded measure in WERS 2004. (First findings available summer 2005). 	<ul style="list-style-type: none"> • In 2004, the average hours worked by full-time UK employees (43 hours per week) was amongst the highest in the EU. • Since the introduction of the Regulations in 1998, the proportion of employees who said they usually worked in excess of 48 hours per week has fallen slightly. This reduction has been sustained for six consecutive years between 1999 and 2004. • 'There has been a reduction in long hours working over recent years, with the WTR contributing to this decline,' <i>'The business context to long hours working'</i>. • Responses to the 2004 preliminary consultation

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					indicated no opposition to the argument that opt-out agreements should be in writing. Businesses were less accepting of the proposed minimum period between contract and opt-out. The majority of respondents opposed an absolute cap on hours worked.
	C2: Amount of paid annual leave	Increase	<ul style="list-style-type: none"> Measured in LFS on an annual basis. 	<ul style="list-style-type: none"> Track LFS trends. 	<ul style="list-style-type: none"> WTR legislation appears to have had a significant impact on decreasing the number of employees with less than 20 days paid annual leave. Full-time employees with less than 20 days paid annual leave entitlement (exc. Bank holidays): Pre-WTR legislation (Autumn 1997): 15.5%. Post-WTR legislation (Autumn 2004): 6.8%.
D: Employer HR policies	D1: Training	Increase: National Minimum Wage, reduced staff turnover etc. give employer and employees greater incentives to invest in training. Also evidence	<ul style="list-style-type: none"> Incidence of job-related training collected in LFS on a quarterly basis. More detailed training data collected on a 	<ul style="list-style-type: none"> Monitor LFS trends - can be matched with earnings data to see if incidence of training among low paid increases. Currently, trends are not being 	'Employee voice and training at work: analysis of case studies and training at work.' (Sep 2003):

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		<p>that unions associated with more training; any increase in their influence should therefore also lead to more training. New anti-discrimination measures and the implementation of the Information and Consultation Directive may also have a positive effect.</p>	<p>periodic basis in DfES surveys (The Employers Skills survey; Learning and Training at Work survey).</p> <ul style="list-style-type: none"> • Basic data collected in WERS 1998. 	<p>monitored on a regular basis.</p> <ul style="list-style-type: none"> • Monitor other surveys. Explore opportunities for adding questions to these surveys on employer perceptions of the impact of the legislation. • Low Pay Commission's (LPC) annual report (February 2005) details analysis of potential impact of NMW on training provision. • Slightly expanded measure in WERS 2004 (First findings summer 2005). • <i>'Employee voice and training at work: an analysis of case studies'</i> and WERS 98. (Sep 2003). 	<ul style="list-style-type: none"> • Approaches to training are more effective when management and employees are jointly involved in decision-making. • There is certain tension between training and development to meet business needs and training for the wider employability of the workforce. • Trade union presence at a workplace influences whether or not an organisation undertakes training for its employees, but not the amount of training provided to those who are training. <p>The NMW February 2005 report of the LPC concludes:</p> <ul style="list-style-type: none"> • 'In initial reports we expressed the hope that the minimum wage would encourage firms to increase their support for training and workforce development. However, in practice we found that

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					the minimum wage plays a limited role compared with the many other factors that determine firms' training strategies.'
	D2: Extent of modern employee management practices	Increase: broad thrust of legislation, accompanying guidance, and partnership programme likely to encourage employers to adopt new management practices.	<ul style="list-style-type: none"> • Many employee management practices measured in WERS 1998. 	<ul style="list-style-type: none"> • 'Britain at Work' (1999) defined a set of 15 high commitment management practices, based on data from WERS 1998. These practices have been retained in WERS 2004 and we will be able to examine whether the incidence of these practices has increased in workplaces over time. Further work may be required, involving secondary analysis of WERS 1998 to define a different set of practices, which may provide a more appropriate index. • Consistent measure in WERS 2004. 	<ul style="list-style-type: none"> • In 1998, 14% of workplaces had 8 or more 'high commitment management' practices in place, source: WERS 1998.
	D3: Extent of employee involvement and consultation	Increase.	<ul style="list-style-type: none"> • Measured in WERS 1998. 	<ul style="list-style-type: none"> • WERS 2004 (First findings summer 2005) includes measure on information and consultation arrangements and 	<ul style="list-style-type: none"> • BSAS 2003: 58% of employees surveyed said they would have a say in any workplace decision that changed the way that they did their job, of

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				<p>whether employees think they are being consulted.</p> <ul style="list-style-type: none"> • Measures in BSAS 2003 and 2004. 	<p>which 43% said they had 'quite a lot' of say or chance to influence.</p>
E: Earnings inequality	E1: People paid less than low pay thresholds	Decrease (certainly at levels around NMW). Maybe more complex pattern at higher rates.	<ul style="list-style-type: none"> • Measured on quarterly basis in LFS. • Measured on annual basis in ASHE. 	<ul style="list-style-type: none"> • LPC analyses this data. • DTI submits evidence to the LPC in Nov/Dec of each year. 	<ul style="list-style-type: none"> • Workers in 0.9 million jobs benefited from the October 2003 NMW up-rating. The October 2004 up-rating benefited workers in around 1.3 million jobs. • Most employers comply with the NMW.
	E2: General measures of wage inequality	Decrease	<ul style="list-style-type: none"> • See E1. 	<ul style="list-style-type: none"> • See E1. 	<p>The Feb. 2005 report of LPC notes that women, ethnic minorities and disabled workers are disproportionately represented among the beneficiaries of the minimum wage.</p> <ul style="list-style-type: none"> • The evidence suggests that the NMW has had a major impact in narrowing the gap between the pay of women workers and that of men at the lower end of the earnings distribution.

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					<ul style="list-style-type: none"> • NMW up-ratings have also helped raise the wages of disadvantaged workers, particularly those with work-limiting disabilities, without harming their employment opportunities. • Some minority ethnic groups (such as those originating from Bangladesh and Pakistan) continue to earn considerably less than the average. The minimum wage has improved the position of these disadvantaged ethnic groups without adverse employment effects.
F: Level of employment	F1: Employment rate	Uncertain: increasing costs of employment can discourage job creation. But policies such as National Minimum Wage and parental leave can increase labour supply, by improving incentives, or making it easier for parents to stay in the labour market. If policies lead to higher productivity (see below), this can also offset any cost impact.	<ul style="list-style-type: none"> • Data published monthly by ONS, measuring the number of people in work. Workforce jobs series published quarterly by the ONS. 	<ul style="list-style-type: none"> • Track trends in National Statistics. • Econometric analysis should be considered at some stage to net out other factors (e.g. economic cycle). 	<p>Labour market statistics (three months ending Feb. 2005):</p> <ul style="list-style-type: none"> • The LFS working age employment rate was 75%. (28,639 million in the three months to February 2005, up 0.8% on a year earlier). <p>Employment is at a new record level and is around</p>

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					2.2 million higher than in the three months of February to April 1997 (LFS).
G: Structure of employment	G1: Employee/self-employed split	Possible decrease in self-employment share. Measures to discourage 'bogus' self-employment may reduce measured self-employment.	<ul style="list-style-type: none"> • Data published monthly by ONS, based on LFS. 	<ul style="list-style-type: none"> • DTI monitors important developments on labour market statistics on a monthly basis. • Scope for econometric analysis at some point to model time-series movements in self-employment rate. 	<ul style="list-style-type: none"> • Between 1997 and 2002 working patterns were broadly unchanged, source: 'UK Productivity and Competitiveness Indicators 2003' DTI. • Between February-April 1997 and December-February 2005, the number of self-employed has increased from 3,480,000 to 3,637,000. The share of self-employment in total employment actually fell from 13.2% to 12.7% over the same period.
	G2: Male/female split	Uncertain. 'Family-friendly' policies should enable more women to remain at work, or return to work after a period out of the labour market. Counter-argument is that these measures may encourage employers not to offer jobs to women of childbearing age.	<ul style="list-style-type: none"> • LFS data published monthly by the ONS, measuring number of people in work. Workforce jobs series published quarterly by the ONS. • Measured in WERS 1998. 	<ul style="list-style-type: none"> • DTI monitors important developments in labour market statistics on a monthly basis. • Measured in WERS 2004. 	<ul style="list-style-type: none"> • Between February-April 1997 and December-February 2005, men's working age employment has risen from 78% to 79%; women's working age employment has risen from 67% to 70% over the same period.

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	G3: Age structure of employment	Uncertain. Different policies may have a number of possibly offsetting effects. Particular interest in effect on employment prospects for younger and older workers (under 21s and over 50s).	<ul style="list-style-type: none"> • LFS data published monthly by ONS. • WERS 1998 and WERS 2004. 	<ul style="list-style-type: none"> • DTI monitors important developments in labour market statistics on a monthly basis. • Expanded measure in WERS 2004. • <i>'Towards Equality and Diversity: Report of Responses on Age'</i> (July 2003). Consultation document. • <i>'Retirement ages in the UK: a review of the literature'</i> (July 2003). • <i>'Age matters: a review of the existing survey evidence'</i>. Secondary analysis aimed at providing a descriptive account of the labour market profiles of the different age groups. (Feb 2004). • <i>'British Social Attitudes Survey'</i> (BSAS <i>Individuals'</i> survey, Nov 2004.) Includes questions on peoples' perception of discrimination on grounds of age in relation to several areas including 	<ul style="list-style-type: none"> • <i>'Age matters: a review of the existing survey evidence.'</i> (Feb 2004). • Evidence suggests that those aged between 50 and the State Pension Age may be viewed less favourably by firms when recruiting, retaining, and training staff. • It is also clear that older individuals exhibit a range of adverse labour characteristics, when compared to younger counterparts. • It is not clear that age legislation alone will improve the situation of these individuals. • Labour Force Survey data for Spring 2002 (in Age Matters) indicated that 61% of those aged 16-24 were employed, 81% of those aged 25-49 were employed, and 36% of those aged over 49 were employed.

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				<p>recruitment, promotion, and training.</p> <ul style="list-style-type: none"> • <i>'Survey of employers awareness, perception and practices on age discrimination in employment.'</i> (2005 forthcoming). • <i>'The age dimension of employers' recruitment and promotion decisions'</i> (2005 forthcoming). 	
	G4: Full-time/part-time split	Possible increase in the part-time share as a result of the Part-time Workers Directive. Removing discrimination should increase part-time opportunities.	<ul style="list-style-type: none"> • LFS data published monthly by the ONS, measuring the number of people in work. Workforce Jobs series published quarterly by the ONS, measuring the number of jobs. • Measured in WERS 1998. 	<ul style="list-style-type: none"> • DTI monitors important developments in labour market statistic. • <i>'Part-time workers and Fixed-term contracts survey'</i>. Survey of employers on current employment practices to inform the preparation of regulations to implement the Directive on part-time work. Unpublished. 	<ul style="list-style-type: none"> • Measure in WERS 2004 (First findings summer 2005) • Between 1997 and 2002 working patterns were broadly unchanged, source: <i>'UK Productivity and Competitiveness Indicators 2003'</i>, DTI. • Working patterns unchanged between 2002 and 2004, with around 74% working full-time and 26% working part-time.
	G5: Permanent/temporary split	Uncertain: affected by implementation of Fixed-term Contract Workers Directive. Removing	<ul style="list-style-type: none"> • Data published monthly by ONS, based on LFS. • Measured in WERS 1998. 	<ul style="list-style-type: none"> • DTI monitors important developments in labour market statistics on a monthly basis. 	<ul style="list-style-type: none"> • See above

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		discrimination could enhance status of fixed-term work, but may remove any current 'artificial' incentives to offer this type of work.		<ul style="list-style-type: none"> • 'Part-time workers and fixed-term contracts survey' (See above). • Consistent measure in WERS 2004. 	
	G6: Religion or belief split	Increase: legislation preventing race and religion discrimination likely to increase ethnic minorities' participation in the labour force.	<ul style="list-style-type: none"> • Christian Research publishes estimates on number of adult members of religious organisations. 	<ul style="list-style-type: none"> • BSAS 2003 includes questions on peoples' perception of discrimination on religious grounds in relation to several areas including recruitment, promotion and training. 	<ul style="list-style-type: none"> • 2% of the British public think there is a lot of discrimination in recruitment on grounds of religion or belief - baseline. • 2% of the British public think it is always, or usually, right to refuse a job to an applicant on grounds of religion or belief - baseline. • About 50% of workplaces in Britain have an Equal Opportunities policy that covers religion - baseline.
H: Business perceptions and dynamics	H1: Small firm start-ups	Uncertain: possible decrease. Perceived/actual regulatory burdens could, if severe, discourage people from setting up new businesses.	<ul style="list-style-type: none"> • VAT registration data published annually. • Barclays Bank provides estimates of businesses starting up and closing down, based on bank accounts opened and closed. 	<ul style="list-style-type: none"> • Track trends in registration data. • Interpretation could be complicated by changes over time in VAT registration threshold. • The Small Business Service (SBS) Evidence 	<p>Business start-ups and closures: VAT registration and de-registrations in 2003. SBS:</p> <ul style="list-style-type: none"> • Registration rate fluctuated between 36 and 40 over the 10-year period, rising from 36 in 2001 to 40 in 2003

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				<p>Base document sets out the evidence underpinning the measures in the Government Action Plan for Small Business and outlines how the SBS will monitor and evaluate progress in delivering the new actions. For details, see: www.sbs.gov.uk</p>	<p>(rate per 10,000 resident adults).</p> <ul style="list-style-type: none"> • De-registration rate between 32 and 38 over the 10 year period, rising from 32 in 2001 to 36 in 2003 (rate per 10,000 resident adults).
	<p>H2: Growth of 'micro' firms (0 to 9 employees)</p>	<p>Uncertain: possible decrease. If employment legislation involves quantitative increase in regulatory burden, should be most visible on firms deciding whether or not to take on their first employee. Measures included as part of the Government Action Plan for Small Business may cause an increase.</p>	<ul style="list-style-type: none"> • Data on number of firms by number of employees published by SBS. 	<ul style="list-style-type: none"> • 'The Small Business Survey 2003' includes questions regarding growth (past or expected) of the firms: how many employees they had now, how many they had 12 months earlier and how many they expected to have in 12 months time. • The Small Business Service Evidence Base document sets out the evidence underpinning the measures in the Government Action Plan for Small Business and outlines how the SBS will monitor and evaluate progress in delivering the new actions. For details see www.sbs.gov.uk 	<ul style="list-style-type: none"> • The stock of micro firms in the UK has risen between 1997 and 2003. • Firms with no employees increased to 2.87 million in 2003; up from 2,523 million in 1997. • Firms with 1-4 employees have increased in number to 803,000 in 2003; up from 797,000 in 1997. • Firms with 5-9 employees totalled 215,000 in 2003, up from 192,000 in 1997.

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	H3: Business perceptions of employment regulation	Uncertain: perceptions matter because they can affect behaviour. Measures of perceptions/attitudes will be affected by experience of dealing with the legislation plus what business has heard from other sources.	<ul style="list-style-type: none"> • No official figures. • Many such surveys publicised by outside bodies. • OECD estimates based on content of regulations rather than business perceptions. 	<ul style="list-style-type: none"> • Survey of executive perception undertaken by the International Institute of Management Development and covered by the '<i>UK Productivity Competitiveness Indicators</i>' published annually by DTI. • '<i>The impact of employment legislation on small firms: a case study analysis</i>' (Sept 2003). 	<ul style="list-style-type: none"> • The annual survey of business executive perceptions in the International Institute for Management Development's World Competitiveness Yearbook suggests that the UK labour market is perceived to have a significantly better regulatory environment than other major European countries and Japan. However, since 1996-97 there has been some decline in this perception - in common with both France and Germany.
	H4: Level of inward investment	Uncertain: perceived constraints of employment legislation relative to other factors and relative to other countries may influence investors' decisions at the margin.	<ul style="list-style-type: none"> • UK Trade and Investment publish annual figures. 	<ul style="list-style-type: none"> • Monitor external surveys of investor perceptions. 	<ul style="list-style-type: none"> • Office for National Statistics (ONS) Foreign Direct Investment first release: 11th December 2003. • Foreign Direct Investment (FDI) stock in the UK rose from £324.7 billion at the end of 2002 to £341.2 billion at the end of 2003.

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I: Productivity and sustainable growth rate	I1: Labour productivity.	Increase: greater commitment, less absenteeism, turnover etc. should increase productivity. However, if there is capital-labour substitution and job losses, this would also increase measured labour productivity without any effect on underlying efficiency.	<ul style="list-style-type: none"> • Data published quarterly by ONS. • Firm-level assessments of relative productivity collected in WERS 1998. 	<ul style="list-style-type: none"> • Monitor trends in ONS data. • 'UK Productivity Competitiveness Indicators' published annually by DTI. • There are many factors contributing to productivity trends: impact of legislation may be minimal at macro level. • Consistent measure in WERS 2004. 	<ul style="list-style-type: none"> • The UK has been making significant progress in closing the gap with Germany and France. The gap with France in 1997 on the 'output per worker' measure was 20%, narrowing to 10% in 2003. The gap with Germany was 5.2% and has now closed (-1.6%). On the 'per hour worked' measure the gap with France in 1997 was 33% narrowing to 26% in 2003. The gap with Germany was 22%, narrowing to 13% in 2003.
	I2: Total factor productivity (TFP).	Possible increase: this takes account of any capital-labour substitution. If legislation increases commitment and training, modern employee management practices, reduces turnover and absenteeism, etc. then should still show up as an increase.	<ul style="list-style-type: none"> • No official estimates published. • Estimates occasionally produced by external bodies like OECD and the Bank of England. • 'Accounting Growth: capital, skills and output,' ONS (November 2002.) Exploring the issue of improvement of input measures in order to progress on the production of TFP figures. 	<ul style="list-style-type: none"> • Monitor any new external estimates. • There are many factors contributing to productivity trends: impact of legislation may be minimal at macro level. 	

Broad theme	Specific impact measure	Anticipated effect of legislation	What will statistics show?	Monitoring and evaluation activities	Results
	I3: Sustainable rate of output growth.	Possible increase: the 'bottom line' economic success measure likely to be closely linked to total factor productivity growth.	<ul style="list-style-type: none"> • Estimates made by HMT for forecasting purposes. 	<ul style="list-style-type: none"> • Impact of legislation may be minimal at macro level. 	

Annex 3.

Pulling horizontal and vertical strands together

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
Analysis of official statistics				
Tracking trends in official labour market statistics	Package as a whole but in particular: <ul style="list-style-type: none"> • NMW. • WTR. • Parental leave (PL). • Maternity, paternity and adoption leave. (MPAL). • Part-time work (PT). • Fixed-term Employees (FT) Regulation. • Trade union (TU) recognition. • Industrial action ballots and notices. 	Most: <ul style="list-style-type: none"> • Absenteeism. • Turnover. • Union recognition. • Union density. • Industrial action. • Long hours working. • Paid annual leave. • Training. • All inequality measures (E1-E2.) • Level of employment. • All structure of employment measures (G1-G5). • Small firm start-ups. • Labour productivity. 	Main data sources (in order of importance) are: <ul style="list-style-type: none"> • LFS. • ASHE. • Workforce Jobs Series. • ONS industrial disputes data. • VAT registration data. • Other administrative data, e.g. claimant count. • Data appear monthly, quarterly and annually. • Primary analysis tool likely to be graphing trends, looking for 'unusual' developments, and trying to find explanations in the data. There appears to be lack of quality statistics for the following policy areas: <ul style="list-style-type: none"> • Collective redundancies. • Agency workers. 	<ul style="list-style-type: none"> • Monthly monitoring of ONS, Labour Market Statistics. • Monthly monitoring of UK Labour disputes. • Trade union membership article (annual update) and an annual EMAR publication on trade union membership, 'Trade union membership 2004' (April 2005)

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
			<p>In the following impact measures, no systematic and regular monitoring of trends in statistics is carried out by DTI: (although ad-hoc analysis is undertaken):</p> <ul style="list-style-type: none"> • Absenteeism, staff turnover, paid annual leave and training. 	
<p>'Before and after' cross-sectional analysis of LFS to measure any change in 'discrimination' against PT and fixed-term contract (FTC) workers (e.g. unexplained wage differentials, propensity to receive training).</p>	<ul style="list-style-type: none"> • Part-time Work Directive. • Fixed-term Contracts Directive. 	<ul style="list-style-type: none"> • Training. 	<ul style="list-style-type: none"> • Usually carried out by external contractors. • Pooling several quarters LFS data for both 'before' and 'after' periods sensible to boost sample size. • Could be carried out in using LFS data (first full year post implementation of FTC Directive). 	
<p>Econometric analysis of trends in key impact measures series to try and identify a 'legislation effect'.</p>	<p>Package as a whole, but in particular:</p> <ul style="list-style-type: none"> • NMW. • WTR. • Part-time work. • Trade union recognition. • Employment tribunal applications. 	<p>Possible candidates:</p> <ul style="list-style-type: none"> • Turnover. • Union recognition. • Union density. • Industrial action. • Long hours working. • Earning inequality impact measures. 	<ul style="list-style-type: none"> • Could be carried out in-house or externally. Many other factors affect these variables, and they will also be changing over period (e.g. economic cycle). Model specification important. Some sources also susceptible to significant sampling errors. Makes distinguishing 'real' changes from 'noise' difficult. • Currently, in-house econometric analysis of trends in key impact measures is not carried out as a 	<ul style="list-style-type: none"> • <i>'Trends in earnings inequality and earnings mobility 1977-1997: the impact of mobility on long-term inequality'</i> (Feb 2000).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
	<ul style="list-style-type: none"> • Industrial ballots and notices. • Employment Equality Regulations (Sexual Orientation and Religion or Belief). • Employment Equality Regulations (Age). 	<ul style="list-style-type: none"> • Level of employment. • Diversity. • All structure of employment measures (G1-G5). 	regular activity. Should consider possibility, methodology and timing of such an activity.	
Monitoring trends in ET applications	<ul style="list-style-type: none"> • Package as a whole • Also nearly all policies identified in Annex 1 have potential impact on ET applications. 	<ul style="list-style-type: none"> • ET applications 	<ul style="list-style-type: none"> • Some of the new pieces of legislation create new jurisdictions, which will be identified separately in ETS statistics. • But will also be an effect on existing jurisdictions (e.g. unfair dismissal, discrimination, etc.). • Need to watch out for changes that may shift cases from one jurisdiction to another (e.g. from discrimination to unfair dismissal). • Statistics on applications available on a quarterly basis. • More detailed figures (e.g. on average awards) available on an annual basis. • Trends in compensation awards monitored. 	<ul style="list-style-type: none"> • <i>'Explaining the growth in the number of applications to Industrial Tribunals, 1972-1997'</i> (April 2001). • <i>'Survey of Employment Tribunal Applications'</i> (1998 and 2003). • Monitoring of employment tribunal applications on a quarterly basis. • <i>'Survey of Applicants in Race Relations Act cases'</i> (Autumn 2005). • <i>'Race Relations Act cases: claimants' experience of the Employment Tribunal System'</i> (Autumn 2005). • <i>'Review of judgements in Race Relations Act cases'</i> (Summer 2005).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
Surveys of businesses (employers)				
Impact of Working Time Regulations	<ul style="list-style-type: none"> • WTR. 	<ul style="list-style-type: none"> • Long hours working. • Amount of paid annual leave. 	<ul style="list-style-type: none"> • The focus is on the business case for the use of long hours including employers' perceived costs and benefits and whether employers have considered alternative ways of working. Employers' awareness and knowledge of individual employment rights is also explored. 	<ul style="list-style-type: none"> • 'The business context to long hours working' (Nov 2003). • 'The Second Work-life Balance Study (WLB2): results from the employers' survey' (Nov 2003).
Impact of Regulations dealing with flexible working and work-life balance practices.	<ul style="list-style-type: none"> • Maternity leave. • Maternity, paternity and adoption leave and pay. • Parental leave and time off for dependants. • Duty on employers to consider seriously requests flexible working from the parents of young and/or disabled children. 	<ul style="list-style-type: none"> • All quality of employment relation measures (A1-A7). • All work-life balance measures (except amount of paid annual leave): C1 and C3. • Employment rate. • Male/female split in employment. 	<ul style="list-style-type: none"> • The focus is on different aspects in relation to the new legislation: Employers' provision, employees' awareness and take-up of new flexible working rights, and cost of provision to employers. 	<ul style="list-style-type: none"> • 'Small firms' awareness and knowledge of individual employment rights' (Aug 2002). • 'The Second Work-life Balance Study (WLB2): results from the employers' survey' (Nov 2003). • 'The Second Work-life Balance Study (WLB2): results from the employees' survey' (March 2004). • 'Maternity and Paternity rights interim survey 2005' (Winter 2005). • 'How employers manage absence' (March 2004). • 'Results of the Second Flexible Working Employee Survey' (April 2005).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
				<ul style="list-style-type: none"> • 'Survey of how parents in employment balance work, family and home' (Winter 2004). • 'Evaluation of the Work-life Balance Challenge Fund' (August 2004). • 'Employers survey on support for working parents' (Winter 2004).
Private recruitment industry in the UK.	<ul style="list-style-type: none"> • Private Recruitment Industry Regulations. 	<ul style="list-style-type: none"> • Permanent/temporary employment split. 	<ul style="list-style-type: none"> • Survey of agencies carried out in 1998, revised and expanded in November 2001. A repeat would permit 'before and after' comparison. • Possibly extend to include the expanded scope of regulations, which includes hirers. • No plan to repeat in the foreseeable future. 	
Impact of consultation over collective redundancies and transfers of undertakings.	<ul style="list-style-type: none"> • Consultation over collective redundancies. • TUPE Regulations-Amendment. 	<ul style="list-style-type: none"> • Extent of employee involvement and consultation. 	<ul style="list-style-type: none"> • The survey collects information on redundancy arrangements, redundancy payments and the extent of consultation. It aims at filling information gaps about redundancy practices. 	
Part-time and Fixed-term Regulations	<ul style="list-style-type: none"> • Part-time Regulations. • Fixed-term Employees Regulations. 	<ul style="list-style-type: none"> • G4: Full/Part-time structure of employment split. 	<ul style="list-style-type: none"> • Based on a survey of employers this project aims at providing information on current employment practices to inform 	<ul style="list-style-type: none"> • 'Part-time workers and fixed-term contracts survey' (Survey of employers). Unpublished.

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
		<ul style="list-style-type: none"> • G5: Permanent/temporary structure of employment split. 	<p>the preparation of regulations to implement the Directive on part-time work. It also explores the issue of how the terms and conditions of fixed-term contracts and temporary workers are different from permanent employees.</p>	
Impact of legislation preventing age discrimination	<ul style="list-style-type: none"> • Employment Equality (Age) Regulations. 	<ul style="list-style-type: none"> • G3: Age structure of employment. 	<ul style="list-style-type: none"> • This study will explore the extent to which age and age-related criteria feature in employers' policies and practices (covering such issues as recruitment and promotion, access to training, retirement and redundancy), as well as employers' awareness of proposals for age legislation. 	<ul style="list-style-type: none"> • Joint research with DWP, being carried out by NIESR: '<i>Survey of employers' awareness, perception and practices on age discrimination in employment</i>' (2005).
Surveys of individuals (workers)				
Impact of Working Time Regulations	<ul style="list-style-type: none"> • WTR. 	<ul style="list-style-type: none"> • Long hours working. • Amount of time parents spend with families. 	<ul style="list-style-type: none"> • The survey of workers will provide statistical information about the impact of WTR on workers including: number of individuals who have opt-out for the 48-hour limit; whether they are covered by a workforce agreement; and whether night-workers have been offered health assessments. 	<ul style="list-style-type: none"> • '<i>A survey of workers' experiences of the Working Time Regulations</i>' (Nov 2004).
Impact of consultation over collective redundancies and transfers of undertakings &	<ul style="list-style-type: none"> • Consultation over collective redundancies. 	<ul style="list-style-type: none"> • Extent of employee involvement and consultation. 	<ul style="list-style-type: none"> • Based on LFS telephone survey, this project will provide information about individual 	<ul style="list-style-type: none"> • '<i>Job separations: a survey of workers who have recently left an employer</i>' (December 2004).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
impact of miscellaneous employment relations' provisions.	<ul style="list-style-type: none"> • TUPE Regulations- Amendment. <p>It also could include:</p> <ul style="list-style-type: none"> • Collective agreements: Detriment related to trade union activities and membership, and unfair dismissal of strikers. 		<p>dismissals, redundancies and voluntary separations.</p> <ul style="list-style-type: none"> • May or may not have more general TUPE element built in. • Probably low priority if resources limited. 	
Qualitative research (Case studies)				
Impact of employment relations legislation	<ul style="list-style-type: none"> • Cross-cutting. 	<ul style="list-style-type: none"> • Cross-cutting. 	<ul style="list-style-type: none"> • Set out to provide a detailed qualitative picture of the impact of employment legislation on employment practices and decisions adopted by small firms. • Assessment of the adjustment mechanism in place, cost and benefits of regulation and any effects on decision-making and the firm's competitiveness. 	<ul style="list-style-type: none"> • <i>'The impact of employment legislation on small firms: a case study analysis.'</i> (Sep 2003). <p><i>Review of evidence of the impact of employment legislation</i> (Forthcoming).</p>
Impact of Working Time Regulations	<ul style="list-style-type: none"> • Working Time Regulations. 	<ul style="list-style-type: none"> • Long hours working. 	<ul style="list-style-type: none"> • Case study research in 20 organisations followed-up 12 months later with return visits to 15 organisations. 	<ul style="list-style-type: none"> • <i>'Implementation of the WTR'</i> (April 2001). • <i>'Implementation of the WTR: follow-up study'</i> (July 2003).
Experience of running European Work Councils	<ul style="list-style-type: none"> • European Works Councils (EWCs). 		<ul style="list-style-type: none"> • Aim was to fill in information gap in relation to the direct cost of UK-based firms of EWC Directive. 	<ul style="list-style-type: none"> • <i>'Costs and benefits of the European Works Councils Directive.'</i> (Feb 2000).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
			<ul style="list-style-type: none"> • Based on the experience of ten companies selected to illustrate how different companies adapted to the requirements of the Directive. • More value may be obtained by a later study, to include information and consultation more broadly. 	
Impact of employee representation at work over training decisions.	<ul style="list-style-type: none"> • Placing union learning representatives on a statutory footing. 	<ul style="list-style-type: none"> • Training. 	<ul style="list-style-type: none"> • Focused on investigating the influence that participation of employees and their representatives in decisions about training may have upon investment in training and development, and thus, upon both operational performance and employability. 	<ul style="list-style-type: none"> • <i>'Employee voice and training at work: analysis of case studies and WERS 1998.'</i> (Sep 2003).
Influence of workplace disciplinary procedures on applications to employment tribunal.	<ul style="list-style-type: none"> • Statutory Dispute Resolution Procedures. 	<ul style="list-style-type: none"> • Employment tribunal applications. • Dispute resolution at the workplace. 		<ul style="list-style-type: none"> • <i>'Industrial Tribunals, workplace disciplinary procedures and employment practice.'</i> (Feb 1998).
Impact of trade union recognition procedures	<ul style="list-style-type: none"> • Trade union recognition. 	<ul style="list-style-type: none"> • Trade union recognition. • Trade union density. 	<ul style="list-style-type: none"> • Reviewing the scope and content of new agreements made in the context of the Act including: the extent to which they include reference to pensions, training or (non-pay) equality issues and how they feature in practice. 	<p>Research into the content of the new trade union recognition agreements:</p> <ul style="list-style-type: none"> • Volume 1 - <i>'The content of the new trade union recognition agreements 1998-2002: report of preliminary findings'</i> (May 2004).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
				<ul style="list-style-type: none"> • Volume 2 - '<i>The content of new voluntary trade union recognition agreements 1998-2002</i>' (August 2005).
Impact of legislation preventing age discrimination	<ul style="list-style-type: none"> • See Impact of legislation preventing age discrimination above. 	<ul style="list-style-type: none"> • See Impact of legislation preventing age discrimination above. 	<ul style="list-style-type: none"> • The study will look at the operation of the age dimension (explicitly and implicitly in the form of age-related characteristics) in employers' recruitment and promotion decisions. It is anticipated that the study will be grounded in actuality, looking at recent recruitment/promotion exercises. 	<ul style="list-style-type: none"> • 'Age dimension of employment practices in Great Britain: the employers' perspective.' (Summer 2005). • 'Survey of employment practices.' (Autumn 2005).
SETA				
Survey of Employment Tribunal applications (SETA)	<ul style="list-style-type: none"> • Unfair dismissal - reduction of qualifying period. • Right to be accompanied. • Unfair dismissal compensation limits. • Adoption of procedure, changes to the law on written statement of employment particulars and award mitigation. • Wasted costs. • Statutory dispute resolution procedures. 	<ul style="list-style-type: none"> • B4: Employment tribunal applications. • B5: Dispute resolution at the workplace. • B6: Quality and efficiency of service provided by The Employment Tribunals Service. 	<ul style="list-style-type: none"> • Includes surveys of applicants (and their representatives) as well as employers. Sponsored jointly by DTI, Acas and ETS. • Last survey was fourth in periodic series. • Permits 'before and after' comparisons with 1997/98 survey. 	<ul style="list-style-type: none"> • '<i>Findings from the Survey of Employment Tribunal Applications 2003</i>' (SETA 2003), (August 2004).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
	<ul style="list-style-type: none"> • Employment Tribunal Regulation Amendments. 			
BSAS				
<p>Conducting next annual British Social Attitudes Survey in the series.</p>	<ul style="list-style-type: none"> • Trade union recognition. • Information and Consultation Directive. • Employment. Discrimination legislation (Age, Sexual Orientation, Religion or Belief). • Part-time Regulations. 	<ul style="list-style-type: none"> • A2: Employee commitment. • Perceived climate of management-employee relations. • B1: Union recognition. • B2: Union density. • D3: Extent of employee involvement and consultation. • Perceived discrimination on grounds of age, sexual orientation, religion or belief. 	<ul style="list-style-type: none"> • BSAS started in 1983 and is conducted annually. Run by the National Centre for Social Research. DTI has sponsored an employment relations module for BSAS since 1998. 	<ul style="list-style-type: none"> • BSAS 2004 (Winter 2005).
WERS 1998				
<p>Conduct a fourth WERS</p>	<p>WERS 1998 questions included specific information relevant to:</p> <ul style="list-style-type: none"> • NMW. • WTR. • European Works Councils. • Maternity, paternity, parental leave, and time off for dependants. 	<ul style="list-style-type: none"> • All quality of employment relationship measures (A1-A7). • All workplace employment relation measures (except quality and efficiency of ETS) (B1-B5). • Long hours working. • All employer HR policies measures (D1-D3). 	<ul style="list-style-type: none"> • WERS is co-sponsored with Acas, ESRC, Policy Studies Institute. 	<p>Primary analysis of WERS 1998 survey results:</p> <ul style="list-style-type: none"> • <i>'Britain at Work.'</i> (September 1999). • <i>'All Change at Work.'</i> (May 2000). • <i>'The Workplace Employee Relations Survey: First Findings.'</i> (October 1998).

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
	<ul style="list-style-type: none"> • Part-time work. • Fixed-term Contracts Directive. • Private recruitment industry. • Collective redundancies. • Transfers of undertakings (TUPE). • Discrimination legislation (age, sexual orientation, religion or belief, sex, ethnic origin). • Trade union recognition. • Right to be accompanied. • Waivers in fixed-term contracts. • Dispute resolution. • Industrial action ballots and notices. 	<ul style="list-style-type: none"> • All structure of employment measures (exc. employee/self-employed split) (G2-G5). • Labour productivity. 		
Secondary Analysis of fourth WERS.	<ul style="list-style-type: none"> • See above. 	<ul style="list-style-type: none"> • See above. 	<ul style="list-style-type: none"> • Over 200 research papers have made use of the data from WERS. See: '<i>A bibliography of research based on the British Workplace Industrial Relations Survey series</i>' is available from EMAR's website (last updated March 2004). • http://www.dti.gov.uk/er/emar/wers2004.pdf 	

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
			<ul style="list-style-type: none"> • Among these some have been commissioned by DTI such as: • <i>'Collective bargaining and workplace performance, an investigation of the Workplace Employee Relations Survey 1998.'</i> (Nov 2001). • <i>'Employee voice and training at work: analysis of case studies'</i> (Sept 2003). • <i>'The relative availability of work-life balance practices to lone parents in Britain.'</i> (July 2003) 	
WERS 2004				
Conduct a fifth WERS	<p>WERS 2004 maintains questions on the policies above and expands on certain areas, including:</p> <ul style="list-style-type: none"> • Incidence of new recognition agreements since 1998 and proxy measures to examine detriment related to TU activities. • Statutory dispute resolution procedures. • Equal opportunities. 	• See WERS 1998 above.	• See WERS 1998 above.	<p>Fieldwork came to an end in April 2005.</p> <ul style="list-style-type: none"> • First findings available in Summer 2005. • Full report of survey findings in Spring 2006. • Report of the survey findings will examine the impact of government's reform of employment legislation.

Monitoring and evaluation activity	Relevant policies (see Annex 1)	Relevant impact measures (see Annex 2)	Comment	Specific evaluation activity and timing
	<ul style="list-style-type: none"> • Work-life balance, flexible working time arrangements and Information and Consultation activities. 			
Secondary analysis of fifth WERS	<ul style="list-style-type: none"> • See above. 	<ul style="list-style-type: none"> • See above. 	<ul style="list-style-type: none"> • Secondary analysis projects will explore the data in more depth, and try to tease out the 'legislation effect'. 	
Literature Review				
Impact of Working Time Regulations	<ul style="list-style-type: none"> • WTR. 	<ul style="list-style-type: none"> • Long hours working. • Amount of paid annual leave. 	<ul style="list-style-type: none"> • Review of literature and official statistics to look at the extent of long-hours worked in the UK. 	<ul style="list-style-type: none"> • <i>'Working long hours: a review of the evidence.'</i> (Nov 2003).
Impact of dispute resolution legislation	<ul style="list-style-type: none"> • Statutory Dispute Resolution Procedures. • Employment Tribunal Amendments. 	<ul style="list-style-type: none"> • Dispute resolution at the workplace. • Efficiency and quality of the service provided by ETS. • ET applications. 	<ul style="list-style-type: none"> • Outline of the current US and Canadian statutory regimes for regulating unfair labour practices and a critical assessment of their effectiveness. 	<ul style="list-style-type: none"> • <i>'Trade union recognition: statutory unfair labour practice regimes in the USA and Canada.'</i> (March 2004).
Impact of legislation preventing age discrimination	<ul style="list-style-type: none"> • Employment Equality - Age Regulation. 	<ul style="list-style-type: none"> • Age structure of employment. 		<ul style="list-style-type: none"> • <i>'Retirement ages in the UK: a review of the literature.'</i> (Jul 2003).

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