



POLICY RESEARCH CENTRE

THE NATIONAL COLLEGE OF INDUSTRIAL RELATIONS
SANDFORD ROAD, RANELAGH, DUBLIN 6.

REPORT OF THE
POLICY RESEARCH
CENTRE

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In addition to its core staff, the PRC has a country-wide network of 250 trained fieldworkers.

The Policy Research Centre (PRC) is a self-funding applied research agency located within the National College of Industrial Relations. The Centre is concerned with work life in all its aspects. While industrial relations is an obvious focus of the Centre, its knowledge, skills and resources are not confined to this area alone but are also concerned with detailed and critical examination of wider social and economic issues which have consequences for the quality of work-life.

The PRC offers services in:

- applied social research
- evaluation studies
- survey unit
- consultation on different aspects of research design, organisation and implementation

These services are available to:

- state agencies
- voluntary organisations
- industry
- employers
- trade unions
- local communities
- individuals

A critical objective of the Centre's activity is to inform and influence policy-making at local, regional and governmental levels. The Centre places great importance on the publication of its findings, thus ensuring that these are made available to other researchers, to employers and trade unions, to policy makers and to the public at large. Research findings are also disseminated through the presentation of papers at conferences and through workshops and seminars. The presence of a work-oriented applied research agency within the academic environment of NCIR contributes to the body of knowledge in the area and facilitates a productive and creative interaction of ideas, experiences and resources.

Since its inception in October 1990, the PRC has completed and published 11 studies:

- **Speaking Out.** A Study of Unmet Welfare Needs in the Mid-West Region, Limerick: Mid-Western Health Board, 1991.

Funding Body: Mid-Western Health Board and Department of Health.

- **A Model of Managed Co-Operation.** An Evaluation of Co-Operation North's School and Youth Links Scheme, Dublin: Co-Operation North, 1992.

Funding Body: United States Institute of Peace.

- **Seeking A Refuge from Violence: The Adapt Experience.** A Study of the Needs and Characteristics of the Users of the Adapt Refuge, Limerick: Mid-Western Health Board, 1992.

Funding Body: Mid-Western Health Board.

- **Breaking the Silence.** Violence in the Home: The Women's Perspective, Limerick: Mid-Western Health Board, 1992.

Funding Body: Mid-Western Health Board.

- **Carers of the Elderly in the Community: The Irish Experience.** European Foundation for Living and Working Conditions, 1992.

Funding Body: European Foundation for Living and Working Conditions

- **Voluntary-Statutory Partnership in Community Care of the Elderly,** Dublin: Stationery Office, 1993.

Funding Body: National Council for the Elderly.

- **Reaching Out : Charitable Giving and Volunteering in the Republic of Ireland,** Dublin : Policy Research Centre, 1993.

Funding Body: Philanthropic Association.

- **The Management and Delivery of Vocational Education and Training at Regional Level,** European Commission, 1993.

Funding Body: European Commission, PETRA Project.

- Age Discrimination at Work: A Comparative European Study, Eurolink Age, 1993.

Funding Body: Eurolink Age.

- Caring Without Limits? Sufferers of Alzheimer's Disease/Dementia: A Study of the Carers, Dublin : Alzheimer Society of Ireland, 1993.

Funding Body: Department of Health and Alzheimer Society of Ireland.

- Getting the Best Out of College Life. Reaching Your Potential, Dublin: NCIR, 1993.

- The View 'Back There'. An Assessment of Needs from a Community Perspective.

Funding Body: Western Health Board.

- Alcohol and Drugs in the Workplace: Attitudes, Policies and Programmes.

Funding Body: International Labour Organisation/ Commission of the European Communities.

- Creating Enterprise in Disadvantaged Areas: Ireland and Greece

Funding Body: PETRA Project

- Family Care of the Dependent Person

Funding Body: European Foundation for Living and Working Conditions

Five further projects were completed, the reports for which are confidential in nature and whose findings are not for publication or circulation to the general public:

- Short Stay Residential Care for the Elderly in Ballinasloe. A feasibility study.

Funding Body: Ballinasloe Social Services Council in conjunction with FAS.

- Evaluation of "Between" Holiday Scheme based in Cork for disadvantaged mothers and children from Northern Ireland.

Funding Body: International Fund for Ireland.

- Evaluation of "Community-Based Parental Initiative".

Funding Body: Department of Education.

- Strengthening Family Communication to Prevent Alcohol and Drug Abuse: An Evaluation Study. Available on request.

Funding Body: Cork Social and Health Education Project and Southern Health Board.

- Parents in Education : A Resource Manual for Parents.

Funding Body: Department of Education.

The PRC is engaged in five on-going research projects with EC and international partners:

- EC COST A5 Project: Ageing and Technology

Funding Body: EC

- EC PETRA Project: Management and Delivery of Vocational Training at Regional Level

Funding Body: PETRA EC

- ILO ILEC Project on Alcohol and Drugs in the Workplace: Attitudes, Policies and Programmes

Funding Body: ILO

- Eurolink Age : Age Discrimination and Older Workers A Comparative Study

Funding Body: Eurolink Age

- Family Care of the Dependent Person

Funding Body: European Foundation for Living and Working Conditions

Over the period of the report staff of the PRC have presented papers at the following conferences and seminars:

- **Caring for the Carers**
Date: 11th-13th May, 1990
Organisers: Soroptomist International
Paper: Policy Issues in Supporting the Carers of the Elderly
- **Towards A Europe of Solidarity**
Date: 16th-18th May, 1991
Organisers: Commission of European Community
Paper: Insuring Access to Services
- **Ageing and Technology**
Date: September, 1991
Organisers: COST A5 Management Committee
Paper: Needs of the Elderly in Ireland and Report presented on workshop outcomes
- **Education for Peace**
Date: October 4th-5th, 1991
Organisers: Irish Peace Institute
Workshop: A Model of Managed Co-Operation
- **Partnership in Practice**
Date: November 27th-28th, 1991
Organisers: Mid-Western Health Board
Papers:
 - Speaking Out - Whose needs? What service?
 - Violence in the Home: The Women's Perspective
- **Co-Operation North: Open Days in Dublin and Belfast**
Date: 21st-23rd January, 1992
Organisers: Co-Operation North
Workshop: A Model of Managed Co-Operation
- **Adult Learning and Experience - Access and Accreditation**
Date: February 28th, 1992
Organisers: PAUL Project, Limerick
Paper: Access to Education: Seeking a Continuum

- **Forum on Youth on Unemployment**
Date: April 11th, 1992
Organisers: National Youth Council of Ireland
Paper: Youth: Any Work - Any Future?
- **12th Pearse Weekend School**
Date: 10th-11th April, 1992
Contribution to debate on: 20 years in the EC - What now?
Boom or Doom - FAS no TEO?
- **Forum on the Changing World of Work**
Date: May 5th-8th, 1992
Organisers: Holywell Trust in Association with Impact '92
Paper: Enterprise and Education
- **Caring - The European Perspective**
Date: May 24th, 1992
Organisers: Soroptomist International
Paper: Setting the Policy Agenda: Carers, their Lives and the Future
- **Violence Against Women**
Date: June 8th, 1992
Organisers: Mid-Western Health Board and Adapt Refuge
Paper:
 - Violence in the Home: The Women's Perspective
 - Seeking a Refuge from Violence: The Adapt Experience.
 A Study of the Needs and Characteristics of the Users of the Adapt Refuge
- **COST 219 Seminar**
Date: June 16th, 1992
Organisers: COST 219 Management Committee
Paper: Ageing and Technology: The COST A5 Project
- **Mobility Needs of the Elderly**
Date: September, 1992
Organisers: COST A5 Management Committee
Chaired workshop sessions and presented report on outcomes
- **Access to Education and Training**
Date: February 12th - 14th, 1993
Organisers: European Commission
Workshop: Access to Education : An Action-Oriented Project at Local Level

- **Voluntary and Statutory Partnership**
Date: February 26th - 27th, 1993
Organisers: National Council for the Elderly
Paper: Voluntary and Statutory Partnership in Community Care of the Elderly
- **Age Discrimination at Work**
Date: February 29th - 30th, 1993
Organisers: Eurolink Age
Paper: Age Discrimination at Work in Ireland
- **Irish Nursing Organisation Annual Seminar**
Date: April 22nd, 1993
Organisers: Irish Nurses Organisation
Paper: Dealing Effectively with the Ageing population
- **The Effects of the National Lottery**
Date: May 6th, 1993
Organisers: Northern Ireland Council for Voluntary Action
Paper: Charitable Giving and Effects of the Lottery in the Republic of Ireland
- **National Women's Conference**
Date: May 8th, 1993
Organisers: Fianna Fail National Women's Committee
Paper: Social Welfare Funding : Empowering Women
- **Some Forgotten People**
Date: May 12th-13th, 1993
Organisers: North Western Health Board
Paper: Looking Forward; Shaking off the Past
- **The Sociological Association of Ireland**
Date: May 14th, 1993
Paper: The Future of Sociology in Ireland
- **Older People : Health and Empowerment**
Date: May 15th, 1993
Organisers: Cork Social and Health Education Project and Southern Health Board
Paper: Empowering the Carers

- **Department of Education Conference**
Date: May 19th, 1993
Organisers: Department of Education
Paper: Curriculum and Assessment
- **PETRA Seminar**
Date: May 25th-27th, 1993
Organisers: PETRA
Paper: Management and Delivery of Vocational Training at Regional Level
- **The Addictions Forum**
Date: May 27th-28th, 1993
Organisers: NCIR and Edinburgh University
Paper: Alcohol Problems in the Workplace
- **Family Care for Dependent Older People**
Date: June 3rd-4th, 1993
Organisers: DaneAge
Paper: The Need for a Charter for Carers
- **Social Study Conference**
Date: August 3rd, 1993
Organisers: University of Ulster at Magee College
Paper: Education at the Cross Roads

The abstracts presented below provide an outline of the studies carried out.

Speaking Out. A Study of Unmet Welfare Needs in the Mid-West Region

This study was designed to explore unmet needs in relation to the range of Family and Personal Support Services provided by agencies in the Mid-West Region. The study was exploratory in nature using qualitative procedures to allow clients to speak from their own experience and to describe from their own point-of-view the needs that arise in their lives. Six different groups were involved in the study reflecting different client groups typically found in the community and also reflecting different stages of the life-cycle: young people from disadvantaged areas, lone parents, elderly, carers of people with a physical disability, people with literacy problems, travellers.

The qualitative descriptions obtained from the different client groups reveal many gaps in current service-provision which lead to many needs being unmet. In addition, the mode of delivery of services currently in place leads to many instances of unmet need. Apart from gaps in service-provision and problems associated with service-delivery, the study highlighted that a very important influence on unmet need is failure to acknowledge the clients' lived experience of needs as being interconnected and overlapping and embedded in the economic and social circumstances in which they find themselves. The main recommendation made in the study is that a pilot scheme in a specified small local area be established which is based on the principles of integration and cohesion across different service areas and which is locally based and responsive to local needs. This pilot scheme would involve a four-way partnership with structures which allow statutory agencies, voluntary organisations, local communities with local employers and Trade Union representatives along with clients themselves to work together using a co-ordinated and integrated strategy to meet needs.

The framework for action proposed involves a Local Area Management Committee with representatives from all the parties involved in the four-way partnership. Needs assessment in the community through community workshops and surveys and feedback from service-providers would provide essential input into the work of the Management Committee. Issues identified as being an important influence on the success of such a scheme include: development of a common mission across different services, establishment of procedures for accountability and efficiency and training of service-providers to allow cross-service communication and collaboration.

A Model of Managed Co-Operation

This study was designed to examine the process of managed co-operation underlying the School and Youth Link Scheme run by Co-Operation North. Based on a survey of

477 participants in 14 different exchanges, the study explores the experiences and perceptions of young people from Northern Ireland and the Republic of Ireland who meet and co-operate in youth exchange projects. The study describes their pre-conceptions, views and attitudes in relation to each other prior to going on exchange and compares these with their views and attitudes following the exchange encounter. The expectations and hopes which the young participants have of the exchange are described and their concerns and anxieties prior to meeting are highlighted. Through the use of a comparison group of young people who have never experienced an exchange, the study identifies the kind of changes in views and attitudes which may be attributed to the exchange experience. The study also highlights the personal benefits and learning which occur through the exchange - as these are perceived both by the participants themselves and by their exchange leaders. Through a series of interviews with exchange leaders the study identifies the key elements contributing to the success of an exchange and outlines the kinds of problems and challenges involved.

Based on an extensive literature review and on the findings from the survey of participants and the interviews with exchange leaders, the study presents a model of managed co-operation; outlining the stages involved in the process. In addition, principles of good practice are outlined which facilitate maximisation of the opportunities offered through managed co-operation activities. While the model arose in the Irish context, it is not confined to that particular context and may be applied in any situation where conflicting groups are brought together with the aim of confronting and reducing prejudice.

Seeking A Refuge from Violence: The Adapt Experience

This study represents the first part of a two-part research project on violence against women in the home. The study is descriptive in nature, focusing on the needs and characteristics of the women who use the Adapt Refuge which provides shelter in the Mid-Western Health Board for women and their children who are experiencing violence from their male partners. Based on extensive analysis of the existing files of the Adapt Refuge, dating from 1974 to 1990, the study provides a profile of the women who use the Refuge in terms of age, socio-economic background, marital status and number of children. The study also identifies patterns in the way in which the Refuge services are used and sheds some light on the kind of violence which the women experience. Based on the findings obtained, the study highlights a number of important issues related to effective policy-making and intervention strategies. These issues include: the age of the clients, their socio-economic and geographical distribution, the increasing frequency and intensity of violence over time, the early onset of violence in the relationship, the delay in seeking help and the lack of support for women who want to end the violent relationship. These issues were taken up and further explored in the second study of the overall project.

Breaking the Silence. Violence in the Home: The Women's Perspective

This study represents the second part of the two-part research project on violence against women in the home. The primary purpose of the second study was to provide an opportunity for women who had suffered violence to describe what their lives have been like and what their main needs are from their perspective. Based on in-depth interviews with 41 women from the Adapt Refuge, the study describes the unfolding of violence in intimate male-female relationships. It explores the nature and progression of the violence over time and the impact which violence has on the women and children who suffer it. The study also describes the women's attempts to seek help in dealing with the violence and the kind of response they received from the variety of different agencies they contacted.

The life-stories recounted by the women of the study enabled certain policy recommendations to be made which, if put into practice, could alleviate the problem of violence in the home. With regard to long-term prevention the study highlights the need for: promotion of policies to ensure gender equality in economic, educational, employment and political spheres; confrontation and change of sex-role stereotyping; parental training; teaching of conflict resolution skills in schools; and, more importantly, the creation of a public attitude that unambiguously rejects violence as a means of solving problems. With regard to short-term intervention for women currently caught in violent relationships, the study recommends: an increase in the number of refuges; prompt action from the Gardai; training of service providers to recognise the problem; and provision of effective practical help to the woman who wants to leave the relationship. The study highlights the fact that violence is a complex problem fraught with medical, psychological, social, legal and economic problems and accordingly, it is essential that different agencies work together to make a concerted effort to deal with the problem.

Carers of the Elderly in the Community: The Irish Experience

This Report - part of a European wide study - describes the circumstances, daily lives and needs of carers of the elderly in Ireland. The Report begins by outlining the demographic structure of Irish society and the growing number of elderly in the population. Data was presented on the health and dependency levels of the elderly and on the health and welfare services available to them. Some general trends affecting family structure are described and the implications of these for future family care of the elderly. The Report goes on to describe the process of becoming a carer and the characteristics of carers in terms of gender, age, marital status, and socio-economic background. The caring routine, the daily tasks carried out and the support received from the carer's family, friends and neighbours are outlined. In addition to informal support the Report also examines the assistance given to carers through

formal service-providers whether statutory or voluntary. The costs of caring are identified in terms of social and family relationships, mental and physical health and financial circumstances. Finally, the Report highlights the primary needs of carers at each of the stages of the caring process: making the decision to become a carer; preparing to be a carer; day-to-day caring; review of caring role; and termination of caring role. The Report finishes with an agenda for policy and key questions for policy-makers.

Voluntary-Statutory Partnership in Community Care of the Elderly

This study was commissioned by the National Council for the Elderly. The objectives of this study are: to compile a nation-wide, computer-based inventory and profile of all voluntary organisations providing care and/or services for the elderly; to provide a profile of the kind of care and services provided by such organisations; to describe the funding arrangements of the organisations in the inventory; to examine the support given by Health Boards to voluntary organisations; to examine the support given by other statutory agencies to such organisations; to identify potential for development and make recommendations for future policy development.

In the course of the study, detailed information was obtained from nearly one thousand voluntary organisations providing services for the elderly, approximately three quarters of all organisations considered relevant. Detailed interviews were given by representatives of health boards and other statutory bodies.

The study found that voluntary organisations engaged in provision of services for the elderly are heterogeneous in nature; they vary considerably in respect of size, in terms of the numbers of volunteers they have, the number of clients they serve, the number of services they provide and the level of funds they have. They rely to a considerable degree on statutory funding and the amounts of money raised through fund raising are limited. Only a minority of them provide such essential maintenance services as home helps, meals-on-wheels, sheltered housing or day centres. Overall, the relationship that voluntary organisations have with statutory bodies is limited to funding and few of them engage in planning or policy making activities.

A key finding of the study was that a relatively small proportion of the elderly population receive essential maintenance services from voluntary organisations. In order to address this it was recommended that "core services", those with practical implications for the quality of life and independence of the elderly, should be distinguished from others. Clear criteria of eligibility for these services and standards for their provision should be established. Ear marked statutory funding should be made available to support them. It was also recommended that health boards should adopt a developmental role in relation to the voluntary sector and establish a place for

it within an integrated pattern of service. To develop future voluntary-statutory partnership voluntary organisations, with the assistance of statutory bodies, health-boards in particular have to face the challenge of organising themselves at local, regional and national level as equal partners by adopting professional attitudes to service provision, contracts and representation on various fora.

Reaching Out: Charitable Giving and Volunteering in the Republic of Ireland

This study was designed to provide an information base on the extent and nature of charitable giving and volunteering in the Republic of Ireland. Based on a survey of a representative sample of 1,000 persons, the study indicates the percentage who had given to charity in the month prior to interview. The study further identifies the amounts given along with the channels through which the donations were made and the charitable causes which benefitted. Variations in the amount donated are examined according to the gender, age, occupational and educational level of the respondent and motivations for donating are explored.

With regard to volunteering, the study outlines the numbers who had engaged in voluntary work in the month prior to interview. It describes the amount of time given to volunteering, the nature of the work undertaken and the charitable causes serviced. The reasons underlying volunteering are explored along with the rewards and dissatisfactions experienced. Variations in patterns of volunteering according to socio-demographic characteristics of the respondent are identified.

In addition to the factual information on donating and volunteering, the study also describes the attitudes of the respondents with regard to a number of aspects of charities; for example, perceptions of locus of prime responsibility for people in need; views on the effectiveness and efficiency of charities; and personal preferences for particular charities, charitable causes and means of donating. The findings of the study raise a number of critical issues for fund-raisers and policy-makers. These issues include: ways of maximising the existing strong philanthropic impulse; the low level of planned giving in comparison to prompted giving; variations in giving and volunteering between different social groups; the relative success of different types of approach for donations, and the motivation underlying giving and volunteering.

The Management and Delivery of Vocational Education and Training (VET) at a Regional Level

This study was carried out in partnership with Greece under the EC PETRA programme. The objective of this partnership was to ascertain how training systems are planned, delivered and managed at regional level with particular emphasis on

social and physical accessibility. Developments taking place in the area of VET in both countries were examined. Issues relating to social and physical access were addressed. The responsibilities of training authorities and the social partners in guaranteeing access were examined and the key issues which need to be addressed at policy level were identified. The Irish partners provided an overview of the management and delivery of VET in Ireland which outlined:

- The historical background to VET in Ireland
- The role of the Department of Education and the Department of Labour in VET
- The main providers of VET in Ireland
- Current trends and developments in VET in Ireland including the Green Paper on Education 1992 and the 1992 Report of the Industrial Policy Review Group

The Irish partners provided information on the experience of VET in Limerick based on interviews with VET personnel and trainers in the region. Examples of innovative training initiatives operating at regional level in Ireland were also provided. These initiatives were important in terms of management and delivery styles and in particular their methods of facilitating access to education. The Greek partners provided information on the historical and current development of VET in Greece and dealt in detail with a pilot project being carried out in a disadvantaged area addressing the issue of physical accessibility to technical education. From the experience of both countries the partners identified similarities and differences between the two systems and the main policy issues common to both. Based on this, recommendations regarding future developments in the management and delivery of VET at a regional level were made.

Age Discrimination at Work: A Comparative European Study

The study presents the available data on the position of older workers within the Irish labour market and highlights a number of the factors which may contribute to age discrimination against older workers. The study is divided into three main parts. In Part 1, the national context for older workers is discussed. This section focuses on an analysis of trends in the age structure of the population and in labour force participation rates among older workers. In addition, recent developments in legislation impacting on older workers are highlighted. Part II presents an analysis of age discriminatory measures within the Irish labour market. This analysis focuses on four main areas; the implications of redundancy practices for early exit from the workforce; the impact on older workers of changes in unemployment rates in the labour force as a whole; training policy for the older unemployed; and the effect of State welfare provision on patterns of retirement. The implications of these findings for future policy development are discussed in Part III.

The study highlights a number of Irish practices which discriminate (both directly and indirectly) against older workers in this country. These discriminatory practices include:

- The lack of policy attention to the situation of older workers, particularly the long-term unemployed: the age structure of the population has resulted in a focus on labour market policies that are targeted towards the younger unemployed.
- The 'hiding' of older workers in official unemployment statistics: the operation of the pre-retirement schemes (the Pre-Retirement Allowance scheme and the Pre-Retirement Credits Scheme) has resulted in a substantial number of the older long-term unemployed being counted as 'retired' rather than 'unemployed'.
- The under-representation of older workers on State training schemes: training provision tends to be targeted at the younger unemployed with a lack of specific provision for older age groups.
- The operation of 'voluntary' redundancy schemes: many schemes can target older workers by encouraging early retirement; this can result in the subsequent exclusion of older workers from employment.

In the context of high unemployment rates and lack of specific provision for older workers, older workers are likely to become increasingly marginalised within the Irish labour market.

Caring Without Limits? Sufferers of Dementia/Alzheimer's Disease : A Study of The Carers

Based on in-depth interviews with a random sample of 100 carers throughout the country, this study explores the experiences, needs and concerns of people who provide care in the home for dementia sufferers. The study describes the nature and extent of care required in looking after someone who suffers from dementia. It is clear that there is much hard physical work involved and in addition to care needs arising from dependency in relation to activities of daily living, the carer of the dementia sufferer has the further task of having to deal with the symptoms and problem behaviours which are part of dementia.

The nature of caregiving for a dementia sufferer is such that the carers experience much strain; the levels reported being significantly greater than those noted among carers of the elderly in general. Most of the carers interviewed say they are willing to give the care they do, but it is clear that in providing that care there are many costs in different areas of their own lives. Most apparent is the emotional cost caused by

seeing the changes occurring in the dementia relationship between carer and sufferer; and by fears and uncertainties about the future. There are also other costs in the carer's life including financial costs, social costs, health costs, costs to the carer's family life and relationships with children.

The life-stories recounted by the carers reveal that their primary needs revolve around respite care, practical assistance, medical back-up support, advice and information, training, financial support, counselling and emotional and social support. The study makes clear that many of these needs are currently unmet to a large extent. Many of the carers interviewed find themselves in the situation where they are giving care on their own with little support or assistance - particularly from formal service providers.

The findings highlight the importance of addressing the question of who cares for the carers. The study emphasises that if carers are to be enabled to continue giving care without intolerable cost to their own lives, then a community of caring has to be established where the carers are not on their own but work together with other family members, friends, neighbours, local community and voluntary and statutory service-providers. Carers do not experience their needs as compartmentalised and, accordingly, any system designed to meet needs must be delivered in a co-ordinated and integrated manner which bridges divisions between different service-providers. The study recommends that a particular service-provider should be designated as case manager who would take responsibility for assessment of need and the planning and delivery of a package of services and supports which would be tailored to meet the particular needs of individual carers. In setting-up an effective support system it is essential that the carers themselves are represented in planning and decision making.

The View 'Back There': An Assessment of Needs from a Community Perspective

This study was designed to provide information on needs related to the area of family and personal support among people living in a particular area of Ballina town. The study involved fundamental field research which focused on potential clients of a Family Resource Centre with the aim of exploring their views on the needs and concerns they experience which might be addressed through the Centre. The study is based on a belief in the importance of eliciting clients' views in identifying and defining needs and in effective service planning and delivery.

The specific objectives of the study were:

- to explore and identify the major individual and social needs of the residents of the specified area; particularly with regard to family and personal support
- to provide a means whereby the clients' perceptions and experiences can be used to influence the planning and delivery of services through the proposed Family Resource Centre
- to provide a profile of residents in the area in terms of:
 - age
 - number and age range of children
 - employment status
 - educational attainment and job training
 - housing
 - to provide baseline data which will allow for projections of need in the future
 - to outline services which could be developed to meet current needs identified in the study

The study presents specific recommendations for addressing the needs identified and puts forward models of action. Alcohol and Drugs in the Workplace: Attitudes, Policies and Programmes.

Alcohol and drugs have become an increasing concern for employers and workers in recent years, particularly in the area of health and safety. In response to this situation, the International Labour Office (ILO), with support and collaboration from the Commission of the European Communities (CEC), has undertaken a major study of alcohol and drugs in the workplace in the 12 member countries of the EC. The Policy Research Centre is the Irish collaborator on this study.

This study is designed to increase understanding of problems related to drugs and alcohol in the workplace and attitudes towards these problems. Specifically, the project examines: a) policies and programmes to prevent and reduce these problems; and b) measures to reduce the harmful impact of these problems on productivity and work life. The objective is to improve knowledge and capability to prevent problems and assist workers and to obtain information Community-wide on attitudes, policies, and programmes. A necessary step to accomplish this objective is to obtain information on the attitudes, policies and programmes from enterprises, employers' organisations and workers organisations throughout the European Community.

The PRC has obtained this information from Irish enterprises, employers' organisations and workers organisations through the use of questionnaires and follow up interviews.

Creating Enterprise in Disadvantaged Areas : Ireland and Greece

The objective of the Irish-Greek research partnership in its first phase was to ascertain how training systems are planned, delivered and managed at regional level. This entailed detailing of vocational education provision, identifying shortfalls and highlighting models of good practice. The concept of access was central to the analysis. Particular emphasis was placed on social and physical attainment. Arising from this assessment, a particular initiative operating at regional level in Ireland (PAUL in Limerick) was identified as having potential for addressing a particular problem area in Greece (Lavrion). Both Limerick and Lavrion are areas with serious problems, high levels of unemployment and high levels of educational disadvantage.

The second stage of the partnership aimed at developing a particular model of training at regional level which addresses the issue of access within the wider social and economic context.

In developing this model the following research questions were be addressed.

- What link is there between educational disadvantage and social and economic problems?
- How can improvements in access to vocational education and training aid social and economic developments?
- Can a model of training operating in one particular context be successfully adapted to a similar context in a different country?

By establishing the link between educational disadvantage and social and economic problems, the issue of the effectiveness of regional planning procedures of training provision was addressed within a wider context. The transfer of a model of training - which addresses these issues - to another region, presented the opportunity to examine these issues on a practical level.

Creating Evidence in Diagnostic Assessment: A Review of the Literature

The objective of this review is to provide a synthesis of the research literature on diagnostic assessment. The review focuses on the use of diagnostic assessment in the field of education, with particular emphasis on the use of diagnostic assessment in the field of special education. The review is organized into three main sections: (1) a review of the literature on diagnostic assessment, (2) a review of the literature on diagnostic assessment in the field of special education, and (3) a review of the literature on diagnostic assessment in the field of special education.

The second stage of the diagnostic process is the development of a diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The third stage of the diagnostic process is the administration of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The fourth stage of the diagnostic process is the interpretation of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The fifth stage of the diagnostic process is the use of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The sixth stage of the diagnostic process is the evaluation of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The seventh stage of the diagnostic process is the use of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The eighth stage of the diagnostic process is the evaluation of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.

The ninth stage of the diagnostic process is the use of the diagnostic instrument. This stage involves the selection of a diagnostic instrument that is appropriate for the population being assessed. The selection of a diagnostic instrument should be based on the following factors: (1) the reliability and validity of the instrument, (2) the ease of use of the instrument, and (3) the cost of the instrument.