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author a book called 21st Century Workforces and Workplaces with Professor Cary Cooper, President of the CIPD, Steve Bevan from the Institute for Employment Studies, and Zofia Bajorek from The Work Foundation. This article draws on some of our thoughts and findings.

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Stephen Bevan is the Director of the  
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Stephen Dawson, and a Professor at Lancaster University Management School. Previously he was Director of Research at the Institute of Employment Studies in Brighton. He has carried out policy research for No. 10 Policy Unit, HM Treasury and the Cabinet Office.

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