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Overview of the labour market

Inevitably current interest in the Scottish labour market continues to focus on the trends in both employment and unemployment figures, a theme developed in other sections of this edition. Public interest continues to focus on public sector employment trends and for a further issue we return to these themes. Of interest is the impact of patterns and behaviour of immigrants to and emigrants from Scotland on recent employment patterns, and initially recent findings are considered.

Recent trends in migration

Estimates for population numbers for 2004 – 2009 by country of birth and nationality, drawing on the APS have recently been published, these show the number of people who were born abroad grew to 321,000 in 2009, an increase of 117,000 on 2004. These figures exclude students who do not have a UK resident parent and people in most other types of communal establishments (hotels, hostels, boarding houses etc.). Interestingly, a study of evidence from the 2001 census (Census sample of anonymised records) (McCollum 2011) suggests that some 40% of migrants into Scotland in the twelve months prior to the 2001 census were Scots born returnees, The study raises interesting questions as to whether the trends and characteristics of this population will be the same for studies covering a later period.

The latest available data for 2008 – 2009 (Characteristics and Intentions of Immigrants to and Emigrants from Scotland – Review of Existing Evidence, Scottish Government Social Research) suggests that 52% of migrants to Scotland came from the rest of the UK (this includes Scots born people returning to Scotland) from The General Register Office for Scotland (GROS), approximately slightly more than a quarter came from elsewhere and slightly less than a quarter from the EU.

The majority of immigrants (59%) were aged 16 – 34, reflecting the large inflow of students to Scotland. Data from the APS also provides information as to the sectoral distribution of non UK born Scottish residents. Some 27.5% were employed in Distribution, Hotels and Restaurants; 26.8% in Public Health and Administration; and 15.1% in Banking and Finance. The UK occupational pattern suggests a higher proportion than UK born residents are employed in the lowest occupational group but also in professional occupations. A8 statistics, available from the Worker Registration Scheme, indicates that of those registering between April and June 2010 were most likely to be employed in Hospitality and Catering (29%), Administration, Business and Management Services (25%) (but as the report notes 'this figure is likely to be inflated as

all workers employed by employment agencies are included under this category, regardless of which sector they are working in' [page 9]), Agriculture and Food (12%), Fish and Meat processing (11%).

Recent trends and statistics

Comparable figures on the labour market between Scotland and the United Kingdom in the quarter February – April 2011 are summarised in Table 1. Labour Force Survey (LFS) data show that in the quarter to April the level of employment in Scotland fell by 7 thousand, to 2,473 thousand. Over the year to April 2011, employment in Scotland rose by 43 thousand. For the same period, UK employment rose by 376 thousand. The Scottish employment rate – those in employment as a percentage of the working age population – was 70.9 per cent, up 1.1 per cent compared to one year earlier. For the same period the UK employment rate was 70.6 per cent, up 0.4 per cent compared to one year earlier. Unemployment fell by 10 thousand, the seventh consecutive month in which unemployment has fallen.

In considering employment, activity and unemployment rates it is important to remember the bases and relationships of these figures. LFS data is provided for: (1) all aged 16 and over and (2) for all aged 16-59/64. The first measure (all aged 16 and over) leads to higher numbers in employment, in the total economically active and economically inactive – but reduces the economic activity rates and unemployment rates, but at the same time increases the economically inactive rate. Conversely the second measure (all aged 16 to 59/64) leads to lower numbers economically active, in employment and economically inactive – but leads to a higher economically active, employment and unemployment rates but lower economically inactive rates. Figures derived from the Labour Force Survey differ slightly from those derived from the Annual Population Survey.

The relationships between employment, unemployment, totally economically active and inactive are important in appreciating changing levels of employment and unemployment, and changes in the employment rates should be seen in conjunction with changes in the activity rates. If people leave employment and become unemployed (but are still economically active) the unemployment rate increases, but the economically active rate remains unchanged. However, if people leave employment and do not seek employment, as seems to be a continuing pattern, they are categorised as economically inactive, as such the unemployment rate remains unchanged whilst the activity and inactivity rates change. This is clearly shown in table 1. Over the year to April 2011, the numbers employed rose by 43 thousand, whilst unemployment fell by 10 thousand – and the numbers of those aged 16-59/64 who are economically inactive fell by 25 thousand and the numbers economically active rose by 33 thousand.

Table 1 shows that for Scotland the preferred International Labour Organisation (ILO) measure of unemployment eased to 207 thousand, between February – April 2011, and fell by 10 thousand over the year. The ILO unemployment rate eased in the three months to April 2011 and now stands at 7.7 per cent. This represents a 0.3 per cent fall over the last

quarter and a 0.5 per cent fall relative to the same period a year earlier. The comparable ILO unemployment rate for the UK also stands at 7.7 per cent, and is down 0.3 per cent over the most recent quarter and also down 0.3 per cent over the year.

Table 1: Headline indicators of Scottish and UK labour market, October – February – April 2011

February - April 2011		Scotland	Change on quarter	Change on year	United Kingdom	Change on quarter	Change on year
Employment*	Level (000s)	2,473	-7	43	29,349	80	376
	Rate (%)	70.9	0.0	1.1	70.6	0.1	0.4
Unemployment**	Level (000s)	207	-10	-10	2,430	-88	-57
	Rate (%)	7.7	-0.3	-0.5	7.7	-0.3	-0.3
Activity*	Level (000s)	2,680	-16	33	31,669	-9	319
	Rate (%)	76.9	-0.3	0.8	76.7	-0.1	0.2
Inactivity***	Level (000s)	785	12	-25	9,368	39	-41
	Rate (%)	23.1	0.3	-0.8	23.3	0.1	-0.2

Source: Labour Market Statistics (First Release), Scotland and UK, June 2011

* Levels are for those aged 16+, while rates are for those of working age (16-59/64)

** Levels and rates are for those aged 16+, rates are proportion of economically active.

*** Levels and rates for those of working age (16-59/64)

The economically active workforce includes those individuals actively seeking employment and those currently in employment (i.e. self-employed, government employed, unpaid family workers and those on training programmes). Table 1 shows that the rate of the economically active fell 16 thousand between February – April 2011. There were 2,680 thousand economically active people in Scotland during February – April 2011. This comprised 2,473 thousand in employment and 207 thousand ILO unemployed. The level for those of working age but economically inactive rose by 12 thousand in the latest quarter, but over the year the total fell by 25 thousand to 785 thousand people; this indicates a fall of 0.8 per cent in the number of people of working age economically inactive over the last year.

Data on employment by age, derived from the Annual Population Survey, is available up to September 2010. In the year to September 2010 employment rates fell for all age groups, with the employment rate for those aged 16 – 64 falling by 1.3 percentage points and with the largest percentage point falls being recorded for those aged 16 – 17 (down 6.0%) and 25 – 34 (down 2.1%). Employment rates for men under 50 fell more than those for women, whereas employment rates for women aged 50 and above fell more than for the equivalent male age groups. Table 2 illustrates the changing employment rates by age group for the three

years October – September 2008 – October – September 2010 and consistent declines across all age groups.

In the year to September 2010 (the latest available data) inactivity amongst 16 – 64 rose by 24 thousand, a 3.1% increase over the year and the inactivity rate (16 – 64) stood at 23.1%. Inactivity for men aged 16 – 64 rose by 16 thousand (5.6%) and for women rose by 8 thousand (1.7%). Inactivity rose 9.6% for men and by 2.6% for women aged 16 – 17. Over the year inactivity increased most in the age groups 16 – 34.

In the year to September 2010 inactivity rose by 24 thousand to 785 thousand. The main increases reported for the reasons for inactivity over the year were: being a student up 11 thousand, by retiring up 6 thousand, long term sick up 5 thousand; not wanting a job up 22 thousand and other 7 thousand. The numbers looking after family and home fell by 4 thousand and those temporarily sick fell by 3 thousand.

The most recent (seasonally adjusted) figure for Jobseekers allowance claimants in Scotland stood at 139.3 thousand in May 2011, up 1.2 thousand or 0.9% in the month and up 4.7 thousand or 3.6% over the year. The claimant count rate at May 2011 stood at 5.2 per cent, or 6.8% for men and 3.4% for women (note these figures are taken from table 7 in the

Table 2: Employment rates thousands (%) People by age for the three years October–September 2008, 2009 and 2010

	16+	16 - 64	16 - 17	18 - 24	25 - 34	35 - 49	50 - 64	65+
Oct 2007 – Sept 2008	60.9	74.2	40.1	67.9	81.6	83.7	66.0	6.0
Oct 2008 – Sept 2009	59.4	71.9	37.1	64.4	80.1	82.1	64.6	6.7
Oct 2009 – Sept 2010	58.2	71.0	31.1	63.7	78.0	81.1	64.2	6.5

Source: Labour Market Statistics (First Release), Scotland and UK, June 2011

Table 3: Employment, unemployment and inactivity rates by Local Authority Area 2007, 2008 and Oct 2009 – September 2010

Geography (Residence Based)	Employment rates			Unemployment rates 16+*			Economic inactivity rates		
	2007	2008	Oct2009/Sep2010	2007	2008	Oct2009/Sep2010	2007	2008	Oct2009/Sep2010
Scotland	76.0%	75.6%	71.0%	4.7%	4.9%	7.6%	20.1%	20.3%	23.1%
Local Authority Area									
Aberdeen City	79.1%	79.4%	78.1%	3.7%	3.6%	4.8%	17.3%	17.6%	18.1%
Aberdeenshire	82.6%	82.2%	80.4%	2.5%	2.6%	3.5%	15.6%	15.5%	16.5%
Angus	79.1%	80.0%	73.0%	4.5%	4.6%	6.2%	16.2%	15.6%	22.1%
Argyll & Bute	80.0%	77.6%	72.5%	4.0%	4.3%	6.0%	16.3%	18.4%	22.8%
Clackmannanshire	69.4%	70.9%	74.5%	5.5%	5.4%	7.7%	25.3%	25.4%	21.9%
Dumfries and Galloway	77.4%	76.2%	72.9%	4.2%	4.5%	5.9%	19.1%	19.5%	23.3%
Dundee City	72.1%	71.5%	69.0%	6.6%	6.3%	9.2%	22.4%	23.9%	24.3%
East Ayrshire	73.1%	74.6%	70.1%	6.3%	6.1%	9.3%	21.5%	20.4%	22.7%
East Dunbartonshire	78.9%	77.6%	75.7%	3.1%	3.9%	6.0%	19.0%	18.7%	19.4%
East Lothian	79.2%	77.9%	72.3%	3.5%	3.5%	6.7%	18.0%	19.4%	21.2%
East Renfrewshire	77.2%	76.5%	70.8%	3.4%	3.6%	6.4%	19.1%	20.5%	22.5%
Edinburgh, City of	77.4%	76.6%	69.7%	4.3%	4.5%	6.6%	19.5%	19.8%	25.5%
Eilean Siar	79.4%	78.7%	66.6%	4.2%	4.6%	6.7%	17.7%	16.3%	29.2%
Falkirk	78.1%	78.9%	73.4%	4.6%	4.4%	7.4%	18.5%	18.3%	20.8%
Fife	75.9%	76.5%	71.9%	5.6%	5.8%	8.1%	18.8%	17.7%	21.3%
Glasgow City	66.9%	66.6%	60.6%	6.8%	6.9%	11.5%	28.2%	28.8%	31.2%
Highland	82.0%	81.7%	80.3%	3.2%	3.5%	4.6%	16.0%	16.3%	17.6%
Inverclyde	68.4%	72.5%	71.2%	7.1%	6.4%	8.4%	24.8%	23.0%	22.7%
Midlothian	80.7%	79.9%	74.9%	4.2%	4.2%	6.9%	15.1%	16.2%	19.4%
Moray	80.4%	81.8%	78.8%	3.5%	3.8%	4.8%	17.2%	15.0%	17.9%
North Ayrshire	71.5%	71.8%	63.2%	6.4%	7.4%	11.7%	23.5%	22.0%	27.6%
North Lanarkshire	73.2%	71.0%	69.3%	5.4%	5.9%	10.0%	22.6%	23.8%	22.0%
Orkney Islands	86.4%	83.9%	81.8%	2.7%	2.9%	3.1%	11.2%	14.2%	15.9%
Perth and Kinross	78.1%	78.7%	72.5%	3.5%	3.7%	5.3%	18.8%	17.9%	22.5%
Renfrewshire	75.0%	76.0%	69.7%	5.1%	5.5%	9.0%	20.9%	18.9%	22.7%
Scottish Borders	81.4%	80.6%	71.0%	3.1%	3.6%	5.9%	16.2%	15.8%	23.9%
Shetland Islands	88.1%	88.0%	86.3%	2.6%	2.8%	3.5%	10.4%	10.8%	10.3%
South Ayrshire	77.2%	75.4%	68.1%	5.0%	5.4%	8.6%	18.9%	20.5%	24.4%
South Lanarkshire	78.9%	76.7%	72.2%	4.2%	4.4%	7.8%	18.5%	20.6%	22.0%
Stirling	76.8%	75.2%	69.8%	3.9%	4.5%	7.2%	19.2%	20.2%	24.1%
West Dunbartonshire	73.9%	71.2%	67.1%	6.3%	6.9%	10.2%	20.8%	23.3%	25.1%
West Lothian	77.8%	79.1%	72.2%	4.8%	4.6%	7.5%	17.7%	17.4%	23.0%

Source: 2007 and 2008 data from Annual Population Survey (Jan to Dec)

Oct 2009/September 2010 data from Labour Market Statistics (First Release), Scotland and UK, June 2011 (Source Annual Population survey, Job Centre Plus administrative system and Annual Business Inquiry)

Notes: See sources for definitions and original sources

Labour Market Statistics [First Release] June 2011 figures and measures the number of claimants on the second Thursday of each month). The latest unemployment data at the Scottish constituency level is available in a SPICE Briefing.

Statistics from the Annual Population Survey (2009) provide some indications of the impact of the recession at local area levels, by occupation and by sector (the APS combines results from the Labour Force Survey and the Scottish Labour Force Survey. Thus these figures differ slightly from those produced from the Labour Force Survey and the Annual Business Inquiry and from those published in

Labour Market Statistics (First Release), Scotland and UK, June 2011). Table 3 indicates the continuing significant differences in employment, unemployment and inactivity rates before the onset of the recession, however, between 2008 and 2009 the gap between the areas with the highest and lowest employment rates widened by 5.8 percentage points. In the year October 2009 – September 2010 employment rates varied from over 80% in Aberdeenshire, Orkney and Shetland to under 70% in nine local authority areas. Likewise unemployment rates were again lowest in Aberdeenshire, Orkney and Shetland and highest, over 11%, in Glasgow and North Ayrshire, and inactivity rates were highest in Eilean Star and Glasgow City.

Table 4: Total workforce jobs* by industry, Scotland, June 2005–2010 and March 2011 (thousands)

Industry	June 2005	June 2006	June 2007	June 2008	June 2009	June 2010	March 2011
A : Agriculture, forestry and fishing	51	54	60	60	59	62	57
B : Mining and quarrying	25	28	30	30	29	27	29
C : Manufacturing	233	226	228	212	201	181	163
D : Electricity, gas, steam and air conditioning supply	10	10	13	16	19	19	19
E : Water supply; sewerage, waste management etc	16	18	17	16	14	14	14
F : Construction	181	194	203	199	185	188	183
G : Wholesale & retail trade; repair of motor vehicles etc	382	384	380	396	398	363	394
H : Transportation and storage	125	118	123	123	111	140	129
I : Accommodation and food service activities	189	190	188	191	186	197	185
J : Information and communication	72	73	79	69	68	75	69
K : Financial and insurance activities	114	107	91	98	100	95	106
L : Real estate activities	25	29	30	32	32	23	28
M : Professional, scientific and technical activities	145	154	161	176	174	157	180
N : Administrative and support service activities	174	180	192	200	185	176	185
O : Public administration & defence; social security	180	177	181	177	146	145	140
P : Education	199	200	192	208	208	197	212
Q : Human health and social work activities	384	399	383	398	401	375	427
R : Arts, entertainment and recreation	75	81	75	84	71	72	67
S : Other service activities	63	65	63	58	59	67	63
Column Total	2,644	2,685	2,690	2,740	2,651	2,571	2,651

Source: Labour Market Statistics (First Release), Scotland, June 2011

* Workforce jobs are a measure of jobs rather than people

Note: There have been considerable revisions to the June 2009 and June 2010 from previous figures

The most recent figures for the number of workforce jobs by industrial activity are detailed in Table 4. Total workforce job figures are a measure of jobs rather than people. Total seasonally adjusted employee jobs for the quarter ending March 2011 (the latest available figures) stood at 2,651 thousand, up 108 thousand on the year and 42 thousand on the quarter. Table 4, although it is necessary to note some revisions to the 2009 and 2010 figures since the last report, provides some indication of both the impact of the recession and the recovery on sectors. Services jobs continue to increase faster than production jobs. Of the increase of 108 thousand in total workforce jobs over the year to March

2011 total services jobs rose by 118 thousand (5.7%). The construction industry continues to voice concerns at official figures, and the rise in 19 thousand construction jobs over the past year would seem to add to these concerns. Of more significance is the decline in manufacturing jobs, down 22 thousand over the year (11.9%), especially given views that manufacturing is expected to play a significant part in the recovery and is expected to be more important given policies to 'rebalance' the economy. The increase in the number of jobs over the past year in Education, Human health and social work activities – contributing 59 thousand jobs over the past year, or some 50% of the increase in

workforce jobs - would appear to be potentially temporary, given the planned cuts in the public sector.

A continuing feature of the past two years has been the increase in the numbers of part time workers in Scotland, the latest data (to September 2010), indicates that over the past year the numbers of full time workers in Scotland declined by 57 thousand (-3.1%) whereas the numbers of part time workers rose by 19 thousand (2.9%). Over the two years Oct 2007 – Sept 2008 and Oct 2009 – Sept 2010 the number of full time workers has fallen by 118 thousand but the number of part time workers has increased by 32 thousand and temporary workers by 7 thousand. The majority of those working part time choose to do so, however over the year to September 2010 the numbers reporting working part time because they could not find a full time job rose by 18 thousand, whereas the numbers of those who did not want a full time job remained unchanged, suggesting that increasing numbers of workers were taking part time employment in the absence of full time work (the same argument applies to temporary work).

Table 5 of the Labour Market statistics (first release) provides information of the claimant count. The figure for May indicates a total number of all claimants of 140.1

thousand, up 4.6 thousand for the year, but the lowest monthly figure for 2011. Of interest are the differing trends in the claimant count for men and women. The claimant count for men, 97.9 thousand was down 2.1 thousand over the year, whereas the comparable figure for women, 42.2 thousand, was 6.6 thousand higher than a year ago.

Table 5 provides some limited indications of the experience of unemployment in terms of claimant count by age and duration. The latest figures suggest that 20.3 thousand have been claiming benefits for more than a year, down 500 over the year and 4.9 thousand have been claiming for more than 2 years, up 1.5 thousand over the year.

Public Sector employment in Scotland

As we noted in previous Commentaries there has been much evidence to suggest that most Scottish public sector organisations have been planning considerable budget reductions in recent months, given that staff costs account for around 52% or £18.8 billion of Scottish public spending (Audit Scotland). Audit Scotland noted 'the Scottish public sector is facing the biggest squeeze on budgets since devolution' (2009:8).

Table 5: Total claimant count and computerised claims by age and duration (Numbers and percentage change over year to May 2011)

	All computerised claims	All computerised claims Up to 6 months	All computerised claims Over 6 and up to 12 months	All computerised claims All over 12 months
All 16+ numbers	139,000	88,000	29,900	20,300
All 16+ % change over year	3.4%	5.2	1.4	-2.6
All 18 – 24 over year	39,100	30,200	7,400	1,500
All 25- 49 over year	77,400	45,500	12,600	14,200
All 50 and above over year	21,400	12,000	4,800	4,600

Table 6 indicates the changing pattern of public sector public sector employment (headcount) for 2010; total public sector employment has declined by 18,000 (2.9%) to 595,800 by the end of 2010 and now represents 24% (22.4% if Public Sector Financial Institutions are excluded) of employment. Total employment in the devolved public sector has decreased by 2.7% over the year. This has been mainly driven by a decrease in local government employment. Over the same period employment in the reserved public sector in Scotland has decreased by 4.5% over the year. In contrast employment in Public Sector Financial Institutions has increased by 1,700 (4.6%). Table 7 indicates the changes in headcount by local authority.

Table 7 sets out the changing levels of Local Authority employment for 2010 (data for Q1 2011 will not be published until 28 June) and indicates a decline in Local Authority employment of 9,100 over the year.

Outlook

The trends in employment have improved in 2011, nevertheless in the year to April 2011 the total number in employment fell by 7,000 and unemployment fell by 10,000 to 207,000 and the numbers economically inactive fell by 12,000. The pattern of employment continues to change with rising numbers of part time (up 19,000 in the year to September 2010), temporary employees (remaining level over the same period) and declining numbers of full-time workers (down 57,000 in the year to September 2010). Over the same period the numbers of part time workers who could not find a full time job rose by 18,000. Rising trends in employment in 2011 mask concerns not only as to the shift towards part time employment, but equally the shift away from production and reliance on the service sector.

Changes to the public sector employment landscape will continue to be the main feature in 2011 with many sectors

Table 6: Total public sector employment in Scotland (headcount) 2010

Broad category	Area	Q1 2010	Q2 2010	Q3 2010	Q4 2010
Civil Service	Scottish Govt Depts.	5700	5700	5600	5400
	Crown Office	1900	1800	1800	1700
	Scottish Govt Agencies	8300	6800	6900	6500
	Non ministerial Depts.	1800	3400	3400	3100
Local Government	Teachers	62700	61100	na	na
	Other education	51600	51000	na	na
	Social work	54700	54000	na	na
	Police & Related services	24900	24800	24700	23600
	Fire & related services	5800	5700	5700	5500
	Other	104700	105200	na	na
Total Local Government		304300	301900	297800	295200
NHS		163000	162200	161300	160700
Public Corporations		4600	4600	4600	4400
Other public bodies		16100	15400	15400	15000
Total devolved sector		506000	502200	496600	493100
Armed forces		12100	12200	12300	12300
Civil Service	Min of Defence	5900	5900	5800	5700
	HM Revenue & Customs	10000	9800	9700	9600
	DWP	12200	12000	11600	11300
	Dept for International Dev.	500	500	500	500
	Scotland Office	70	70	70	70
	Other Civil service	3900	3900	3900	3800
Civil service		34300	35500	34800	31000
Public corporations		4600	4600	4500	4200
Public bodies		15400	15400	15400	13900
Public sector financial		36300	36700	36700	38500
Total reserved sector		104300	104300	103800	95600
Total Scottish employment		610200	606400	600400	595800

Source: Quarterly Public Sector Employment series, Scottish Government.

Note: Figures may not total due to rounding.

Table 7 Local Government employment by local authority (headcount) 2010 (Not seasonally adjusted)

Local Authority/Joint Board	Q1 2010	Q2 2010	Q3 2010	Q4 2010
	Total all staff	Total all staff	Total all staff	Total all staff
Aberdeen City	9,500	9,400	8,900	8,800
Aberdeenshire	15,000	14,900	14,500	14,400
Angus	5,700	5,600	5,600	5,500
Argyll & Bute	5,300	5,200	5,200	5,300
Clackmannanshire	2,800	2,800	2,800	2,700
Dumfries & Galloway	8,300	8,300	8,200	8,300
Dundee City	8,200	8,100	8,000	7,900
East Ayrshire	6,700	6,600	6,600	6,600
East Dunbartonshire	5,000	5,000	4,900	4,800
East Lothian	4,900	4,800	4,800	4,700
East Renfrewshire	4,700	4,500	4,600	4,500
Edinburgh, City of	19,100	18,800	18,500	18,500
Eilean Siar	2,600	2,500	2,500	2,500
Falkirk	8,000	7,800	7,900	7,900
Fife	23,200	23,100	22,400	22,300
Glasgow City	23,500	23,100	22,300	22,100
Highland	12,900	13,000	12,700	12,600
Inverclyde	4,700	4,700	4,600	4,600
Midlothian	4,800	4,800	4,800	4,600
Moray	5,100	5,100	5,100	5,000
North Ayrshire	7,200	7,200	7,100	7,000
North Lanarkshire	17,700	17,500	17,200	16,700
Orkney Islands	2,800	2,400	2,400	2,400
Perth & Kinross	6,200	6,100	6,000	6,000
Renfrewshire	8,600	8,400	8,300	8,400
Scottish Borders	5,700	5,700	5,700	5,700
Shetland Islands	4,100	4,100	4,100	4,100
South Ayrshire	5,500	5,600	5,600	5,800
South Lanarkshire	15,500	15,800	15,500	14,800
Stirling	4,500	4,400	4,500	4,400
West Dunbartonshire	6,700	6,300	6,200	6,100
West Lothian	8,500	8,500	8,400	8,300
Total Fire Joint Boards	5,800	5,700	5,700	5,600
Total Police Joint Boards	24,900	24,800	24,700	24,500
Total Valuation Joint Boards	600	600	600	600
Total Regional Transport (SPT)		700	700	600
SCOTLAND	304,300	301,900	297,800	295,200

Source: Joint Staffing Watch Survey, Scottish Government

Notes:

1. Figures are rounded to nearest hundred.
2. Totals may not add to the sum of the parts due to rounding.
3. Figures for Fire Service staff exclude volunteer and retained fire-fighters.
4. Police and Fire Service staffs in Dumfries and Galloway and Fife, who are not covered by Joint Boards, are included within the figures for Joint Boards for consistency.

seeking to reduce staff numbers and with increasing calls for industrial action by trade unions. Already in some quarters there have been calls for further legislation to limit the right to industrial action.

Unite Scotland, in a paper entitled 'Making Devolution Work' (April 2011) argues the case for the introduction of mechanisms in Scotland to determine wages and related issues at a sectoral level, arguing that evidence from Europe supports the view that centralised collective bargaining leads to lower wage inequality. Equally, there much is to suggest that the European systems of employee participation have contributed to higher levels of economic growth. Unite argues for the extension of the principle operating in Agriculture (The Scottish Agricultural Wages Board) to other sectors and to act as a vehicle to 'discuss wages, industry terms and conditions, investment, skills, apprenticeships and productivity levels' (Unite Scotland, 2011 pages 16-18). There is much to commend a reasoned debate as to such principles and to ask the question. What system and structures of employee relations would be best suited to Scotland, whether to continue to follow the UK or to see a more participative structure which encourages dialogue and problem solving?

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