

1 EMPLOYMENT

1.1 Introduction

1.1.1 Employment and the satisfactory performance of the local economy is a fundamental factor in the wealth of the area and the quality of life of the people of the Falkirk Council area. It is therefore a priority issue for the Council.

1.1.2 In 1998 the Council published an Economic Development Strategy. Its five main action areas are:

- * *individual development;*
- * *community regeneration;*
- * *company and sector development;*
- * *inward investment; and*
- * *infrastructure and environment.*

1.1.3 The planning system has an important role in ensuring adequate land is available for new proposals, ensuring adequate social and physical infrastructure is available and reconciling the needs for new economic development with environmental considerations.

1.1.4 This chapter is divided into four main sections. The first section briefly reviews national planning policy guidance. The second section reviews the current situation in the Falkirk Council area in terms of employment and the local economy. This includes employment, unemployment, the local property situation and special issues including competing development opportunities, Grangemouth and tourism.

1.1.5 The third section looks at the likely future provision in terms of labour supply and demand. The final section identifies the main findings that are relevant to the strategic planning policies of the Council.

1.2 National Planning Policy

NPPG 2 “LAND FOR BUSINESS & INDUSTRY”

1.2.1 NPPG 2 “Land for Business and Industry” establishes the Government’s planning policy for industrial and business development. In summary the Government’s approach is to improve the planning climate for business and industry in a way that is compatible with environmental objectives.

1.2.2 The NPPG states that planning authorities should have regard to the following objectives:

- * *to give priority to job creation and economic development;*
- * *to provide an adequate amount of marketable land for business and industry and provide an improved choice and range in terms of quality, size and location;*
- * *to ensure business and industrial development does not lead to unacceptable damage to the environment;*
- * *to seek a distribution of sites which gives greater weight to energy efficiency, in terms of access by public transport; and*
- * *to give support to other Government policy objectives such as small businesses and support to inward investment companies.*

1.2.3 More specifically NPPG 2 outlines that Structure Plans should:

- * *allocate land to provide for a marketable supply of industrial and business class land throughout the plan period;*
- * *ensure allocation takes full account of the need to protect sensitive and important environmental assets;*
- * *justify allocation by reference to overall strategy and indicate spatial distribution of supply, taking into account the full spectrum and business needs;*
- * *indicate and clearly justify the priority, if any, to be given to particular types of economic development;*
- * *make provision for storage and distribution uses within the allocation for business and industry, except where accessibility/amenity issues require a separate location;*
- * *take account of the interaction between location, transport and the environment; and*
- * *apply as appropriate the more specific national locational guidelines set out in the NPPG.*

1.2.4 Within the Falkirk Council area there are a range of agencies involved in promoting economic development. Currently the Falkirk Council area is eligible for certain assistance from the European Regional Development Fund and Regional Selective Assistance from the Scottish Executive.

1.2.5 Scottish Enterprise Forth Valley is the local enterprise company and has specific responsibility for developing the economy of the Forth Valley. Scottish Enterprise Forth Valley is involved in a number of initiatives relating to economic development including; business support, training, property and environmental improvement.

1.2.6 The Local Government (Scotland) Act 1994 gave Falkirk Council discretionary powers to engage in a range of activities. Of particular relevance to planning is the Council's industrial and commercial portfolio of land and premises which is extensive and makes the Council a "key" player in the local property market.

1.3 Current Situation Employment

1.3.1 Over the last decade or so there have been significant changes in the type of employment available. In common with many areas there has been a significant decline in traditional manufacturing industries partially compensated by an increase in employment in the service industries.

1.3.2 Overall the total number of jobs has stayed at or about 50,000 with changes coinciding with national macro economic growth or decline. These trends are shown in Figure 1.1 below. The Census of Employment does not record all jobs and in particular does not include the self-employed.

Figure 1.1 - Employment Change by Industrial Sector 1984-1996

Employment Change 1984-1996

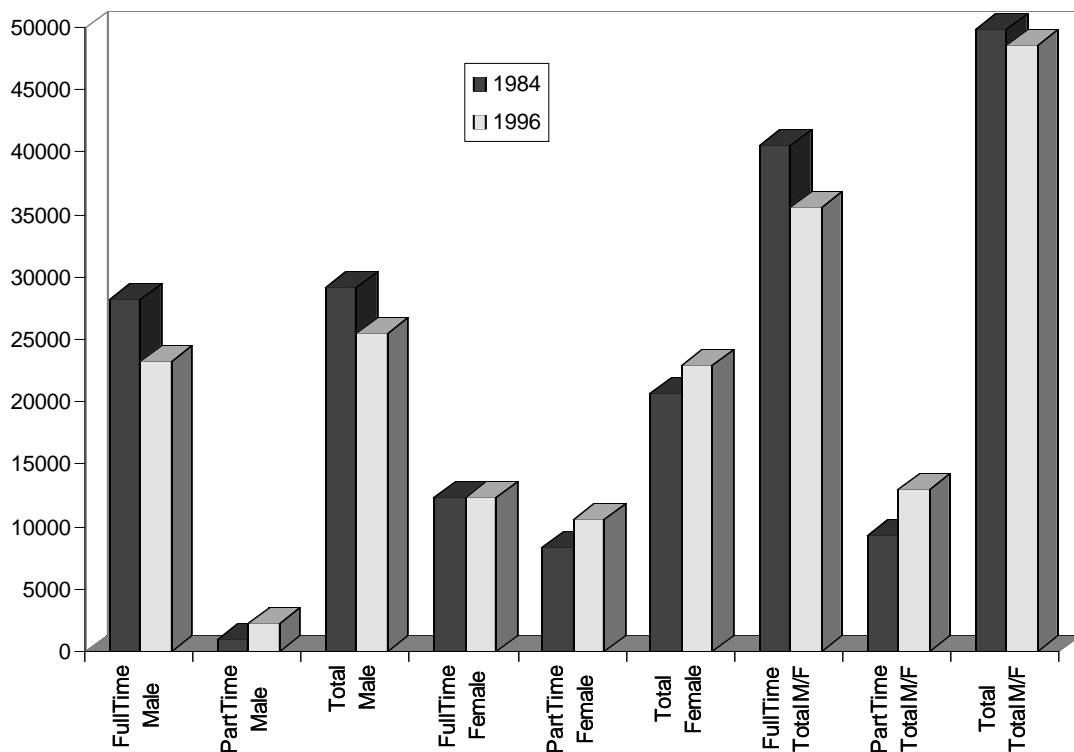
Industry Groups	1984	1987	1989	1991	1993	1995	1996
Agriculture	260	232	248	216	260	304	177
Primary	923	912	889	860	833	584	381
Manufacturing	17,966	16,003	16,639	13,933	11,445	10,534	11,685
Construction	3,263	3,036	3,548	4,423	3,531	3,153	2,700
Distribution	4,271	5,293	5,644	4,284	4,439	4,393	4,343
Retailing	4,218	4,014	4,959	6,856	7,398	7,953	7,613
Transport	3,558	2,830	2,761	2,937	2,704	2,666	2,938
Financial & Professional	1,954	2,235	2,985	3,952	3,774	4,642	4,670
Public & Other Services	13,427	13,739	14,348	14,929	16,069	16,716	13,945
Total	49,840	48,294	52,021	52,390	50,453	50,945	48,452

Source: Census of Employment

1.3.3 Although there has been a decline in the number of manufacturing jobs they still constitute a significant proportion at almost one quarter of the total number of jobs. This is a higher proportion than the average for Scotland.

1.3.4 Apart from the changes in the number of jobs by sector there have also been related changes in the type of jobs over the same period. There has been a fall in the number of jobs occupied by men and a small increase in the number of jobs occupied by women. A more significant change has been the fall in full time jobs and an increase in the number of part time jobs. This reflects the different nature of some service sector jobs compared to traditionally male dominated heavy manufacturing which historically was the basis of the Falkirk economy.

Figure 1.2 - Changes in Number of Jobs by Gender and Full Time/Part Time



Source: Census of Employment

Commuting

- 1.3.5 The distribution of jobs within the Falkirk Council area is shown in Map 1.1. The latest information which could be displayed in this way is from the 1993 Census of Employment and therefore, in detail, there will have been more recent changes. However, the general pattern is unlikely to have changed. The main concentration of jobs are within Falkirk and Grangemouth with secondary concentrations in the other main urban areas.

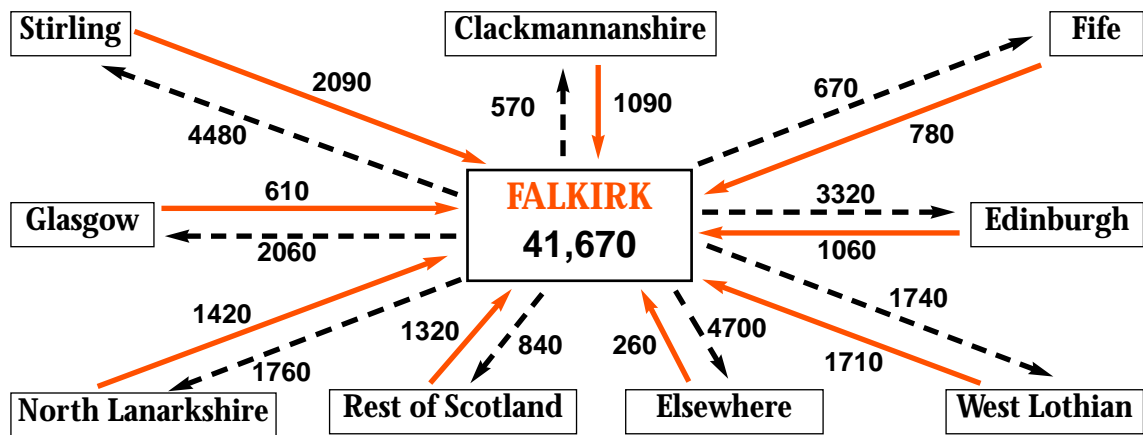
Map 1.1 - The Distribution of Jobs in Falkirk Council Area 1993



Source: Census of Employment 1993

- 1.3.6 The Falkirk Council area is defined as its own travel to work area. Most people both live and work in the area. However, there is also out-commuting, which is not surprising given the area's central location. In the 1991 Census, of the 61,800 people living in the Falkirk Council area who were in work, 27.6% worked outside the Council area. This represented an increase upon the 1981 Census and is slightly higher than the Scottish average. The majority of those who commute to areas outwith the Falkirk Council area work in Stirling, Edinburgh or Glasgow.

Figure 1.3 - Diagram Showing Travel to Work Patterns



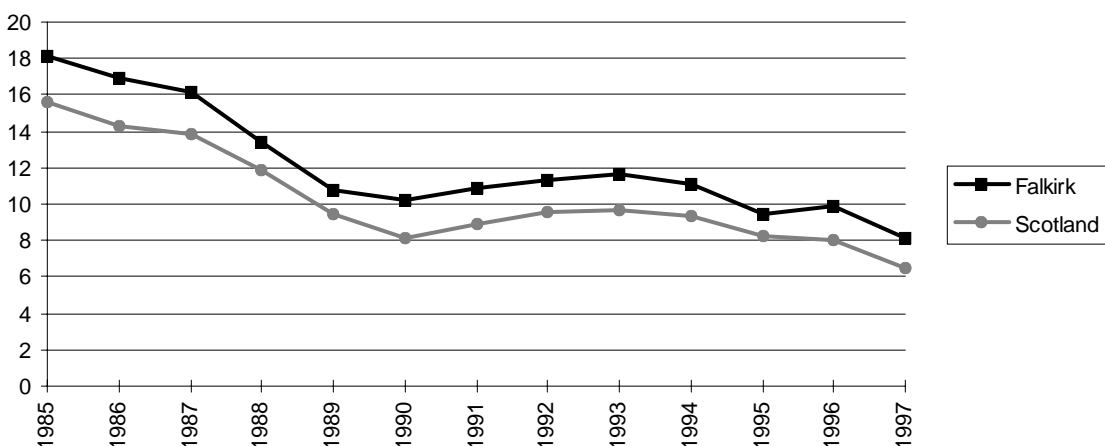
Source: 1991 Census

Unemployment

1.3.7 Trends in employment and unemployment are clearly linked. If the number of jobs in an area reduces relative to the number of people able to work, the balance will be made up by out-commuting and unemployment.

1.3.8 In common with many areas the Falkirk Council area experienced high levels of unemployment during the recession of the mid 1980s. Since that period the trend has seen a general reduction in the rate of unemployment with a slight rise again in 1993. However, the area's unemployment rate has been consistently above the Scottish average.

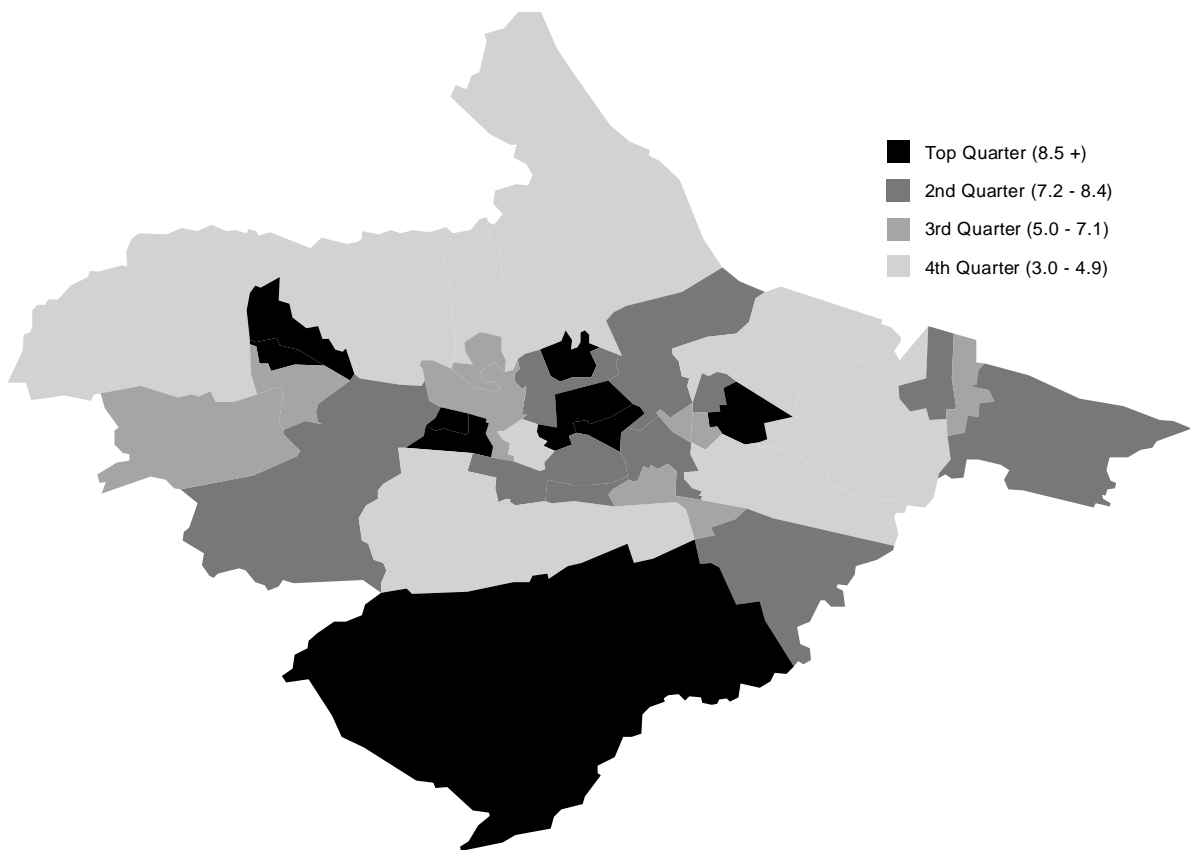
Figure 1.4 - Annual Average Unemployment in Falkirk and Scotland 1985-1997



Source: ONS First Release, monthly 1985-1997

1.3.9 Map 1.2 below shows the distribution of unemployment within the Falkirk Council area. The map is based on information supplied by NOMIS, Durham University. The wards relate to the Falkirk District Council wards in 1984 and the rate is residence based rather than workforce based.

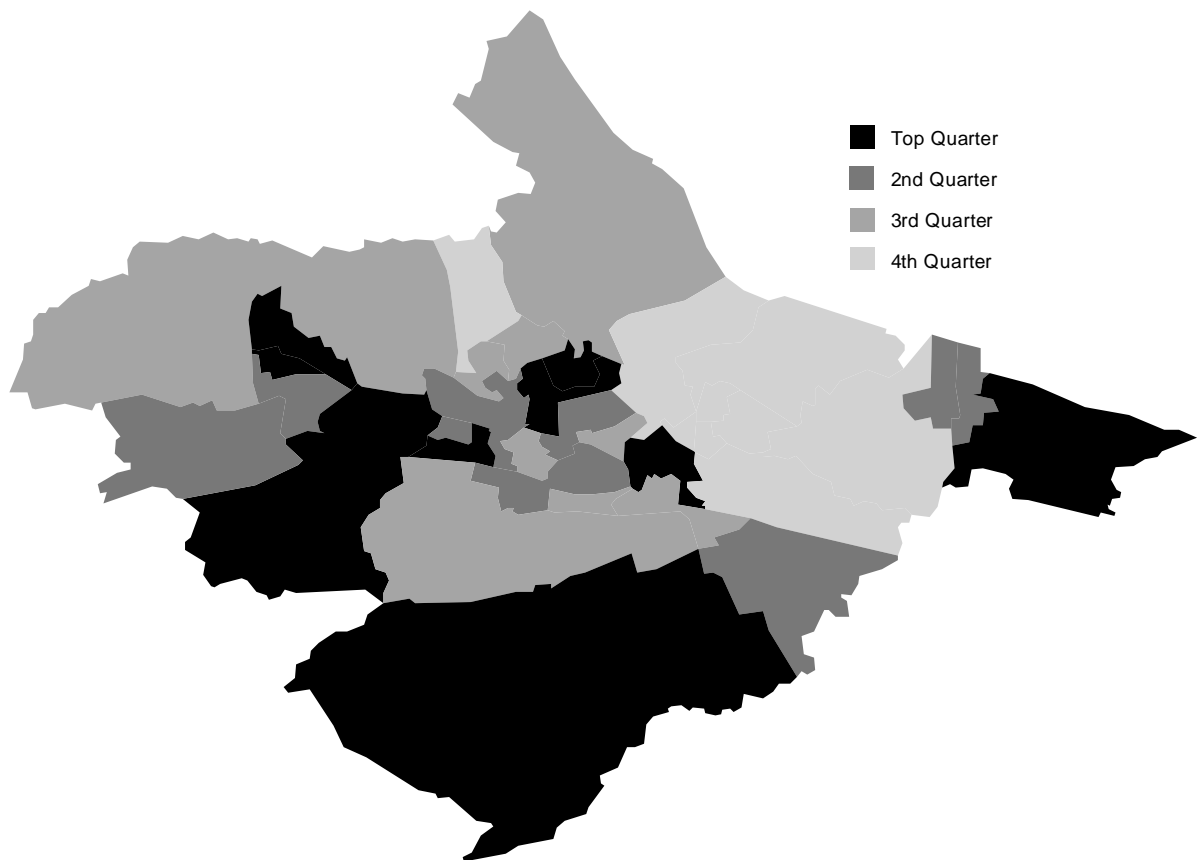
Map 1.2 - The Distribution of the Average Unemployment Rate 1996-1998 (Residence Based).



Source: NOMIS, Durham University

1.3.10 Apart from the total number of unemployed it is also of interest to look at the characteristics of the unemployed. Of the total number of unemployed people living in the Falkirk Council area between 1996 and 1998, 25.4% were classed as long term unemployed. This is less than the Scottish and UK average. However, within the Falkirk Council area the rate varies between the highest at Antonine Ward at 34.6% to the lowest at Douglas Ward, Bo'ness at 14.7%.

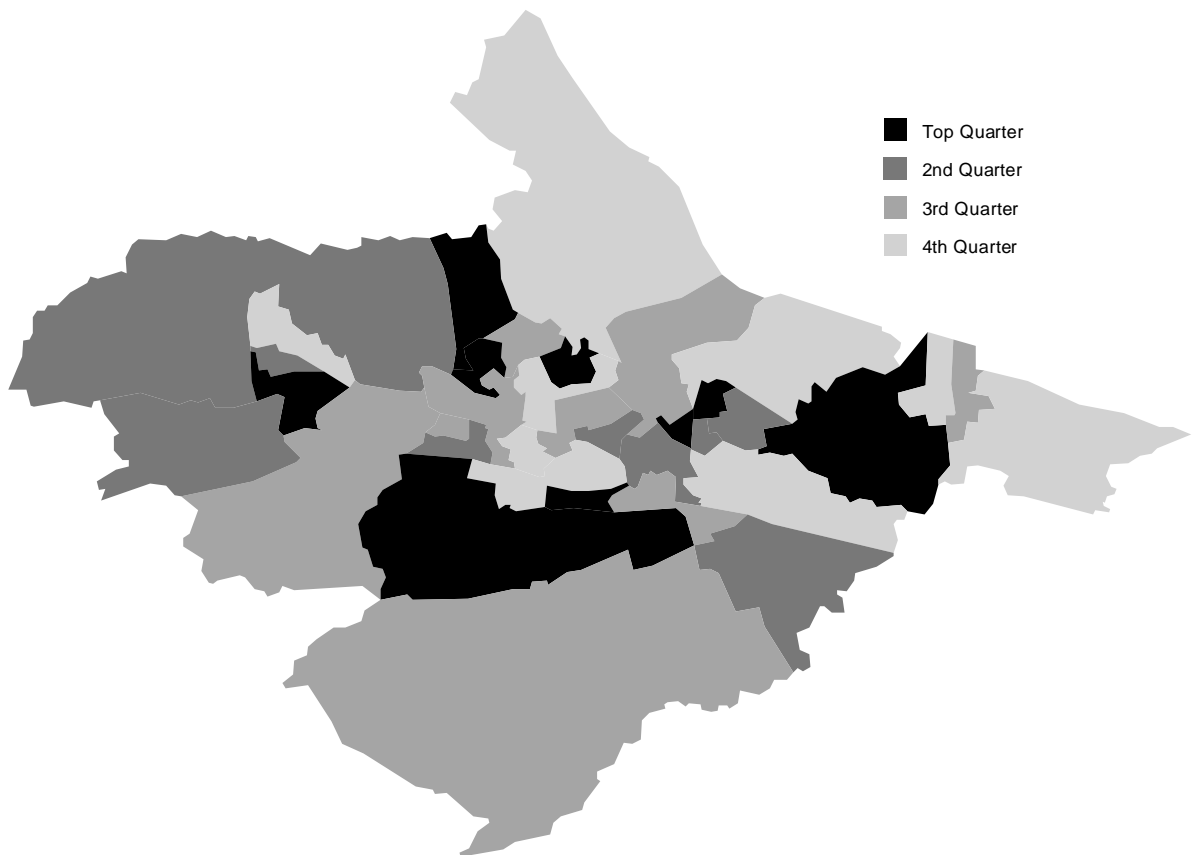
Map 1.3 - The Distribution of Long Term Unemployment



Source: NOMIS, Durham University

1.3.11 The average proportion of youth unemployment (i.e. those aged between 16-24) between 1996-1998 for the Falkirk Council area was 29.6%. This is a higher proportion than the percentage of people between the ages of 16-24 in the total workforce. It is therefore reasonable to conclude that younger people make up a disproportionately large number of the unemployed. Within the Council area the rate of youth unemployment ranges from 39.9% at Hallglen to 19.7% at Graeme Ward, South Falkirk.

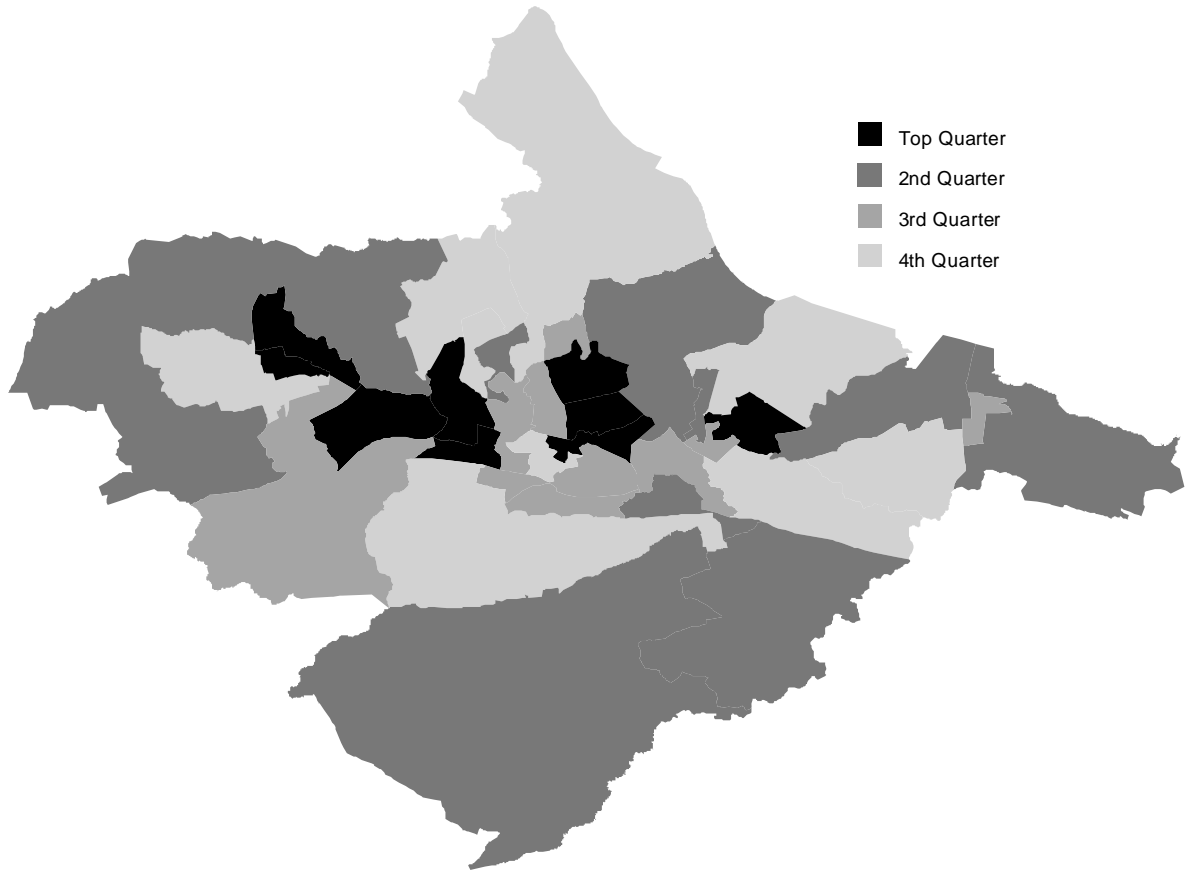
Map 1.4 - The Distribution of Youth Unemployment (16-24 Year Olds)



Source: NOMIS, Durham University

- 1.3.12 Areas of higher than average unemployment can be identified in all the urban areas of the Falkirk Council area and in the rural villages to the south. The Dawson Ward in the Langlees/Bainsford area of Falkirk is the area which has the highest concentration of unemployment problems.
- 1.3.13 Unemployment and low income are clearly linked. In turn, low income has a significantly negative impact on a whole host of quality of life issues including health, housing, personal mobility, educational achievement, vulnerability to crime, etc.
- 1.3.14 Information on poverty and other aspects of social inclusion is difficult to obtain. One possible source is the number of people who are in receipt of Income Support. Until October 1996 Income Support was the main benefit for people with either low or no income. After October 1996 changes to the system were made.
- 1.3.15 Income Support is a means tested benefit with personal allowances applicable by age, whether applicants are single, single parents, a couple or have dependent children. The benefit also contains additional premiums for families, lone parents, pensioners, disabled (both adults and children) and for carers. The number of people receiving Income Support can therefore be used as a reasonable proxy for indicating relative poverty in the Falkirk Council area. However, the benefit is not paid to people in full time work, who are able to claim other assistance. Analysis based solely on Income Support data therefore would tend to under estimate the true extent of poverty in the Falkirk Council area.
- 1.3.16 In August 1996 there were 14,723 people claiming Income Support, representing 12.8% of the population over 16. This figure is slightly lower than the comparable Scottish figure of 14%.
- 1.3.17 Map 1.5 shows the distribution of people over 16 claiming Income Support in August 1996 on a ward by ward basis, (this time using 1995 wards). A comparison between Map 1.5 and the previous maps showing the distribution of unemployment demonstrates the correlation between unemployment and poverty, notwithstanding that the data covers wards of a slightly different geographical basis.

Map 1.5 - The Distribution of Income Support Claimants as a Proportion of the Population Over 16 (August 1996).

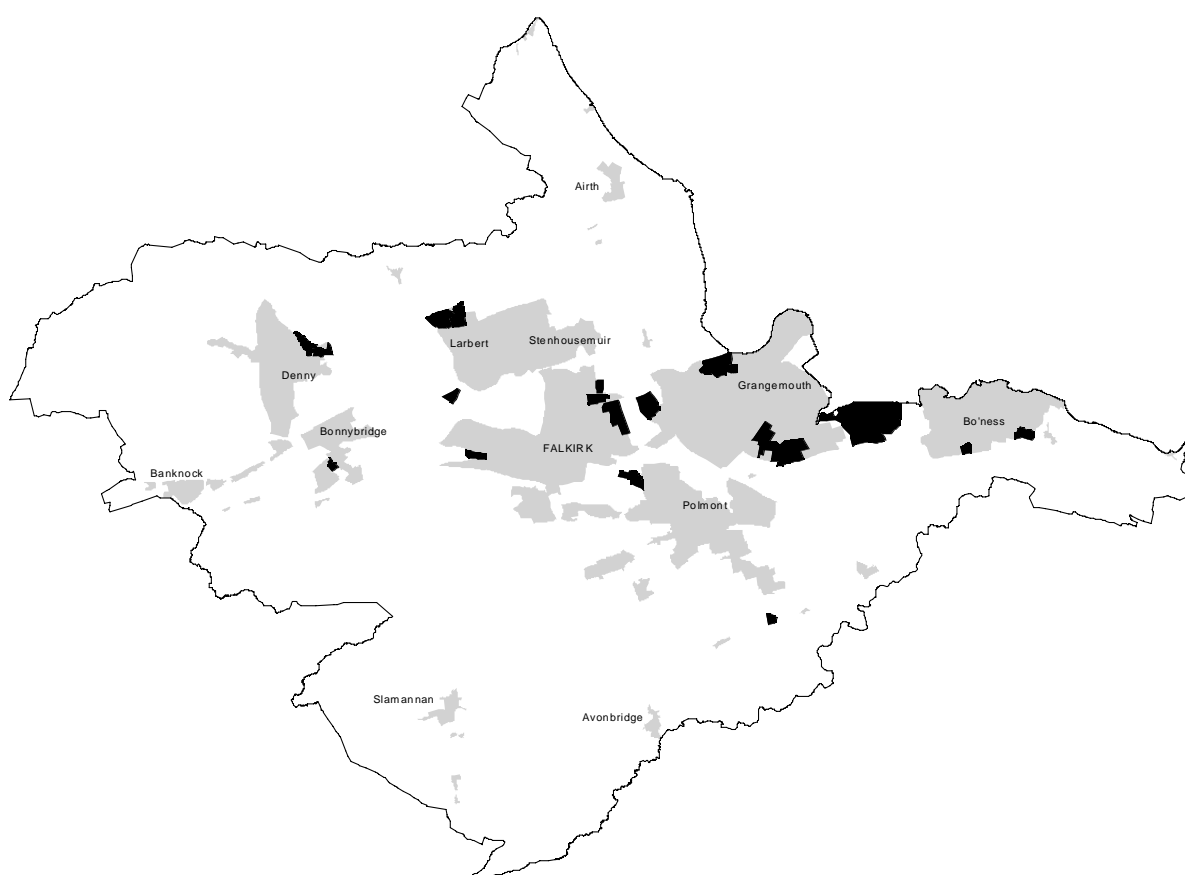


Source: Falkirk Council, Social Inclusion Insight, January 1999

Land Availability

1.3.18 Map 1.6 shows the land allocated in Local Plans at June 1998 for employment uses which generally means the business and industrial use classes 4, 5 and 6 of the 1997 Use Classes Order. The areas of land are broken down in more detail in figure 1.5 below.

Map 1.6 - Land Allocated in Local Plans for Employment Uses. (June 1998)



Source: Falkirk Council, Strategic Services

Figure 1.5 - Land Allocated for Employment Uses by Local Plan Area

Falkirk 1st Review	66 ha
Polmont 2nd Review	60 ha
Larbert and Stenhousemuir	37 ha
Bonnybridge and Banknock	6 ha
Denny	15 ha
Bo'ness	21 ha
Grangemouth	332 ha
Rural area	2 ha
Total	540 ha

Source: Falkirk Council, Strategic Services

1.3.19 The total provision of 540 ha is a large figure relative to development rates and would imply a healthy industrial land supply situation. However, this total needs to be qualified. Much of the land shown in Map 1.6 and Figure 1.5 would not be immediately available and is subject to a range of constraints including:

- * *the possibility that planning permission may have been granted for alternative uses;*
- * *the land may be subject to a planning application or local plan objections for alternative uses;*
- * *the fact that some areas are subject to known physical constraints;*
- * *in some areas the land is subject to landownership constraints; and*
- * *the owner may have no immediate plans to currently market the site.*

1.3.20 The total figure is therefore significantly reduced if the test of immediate availability were to be applied. The availability of industrial land or indeed land for any employment purpose is therefore not merely a question of what sites are allocated for development. A key factor is the attitude of the landowner and their perception of the most viable use.

1.3.21 For the purposes of the new Structure Plan the main sites and others that had been promoted as informal proposals by developers and were considered to be “strategic” were reviewed. This review took into account planning constraints, traffic constraints, the need to reduce car use and issues of market viability for a full range of employment uses. This assessment is set out in more detail in the technical appendix entitled, “An Assessment of Strategic Employment Sites.”

Industrial and Commercial Property

1.3.22 New development will only be a small proportion of the existing property available. Most companies and particularly small businesses would wish to rent existing premises.

1.3.23 Scottish Enterprise Forth Valley have commissioned Roger Tym and Partners to carry out a study of existing industrial and commercial property in the Forth Valley which includes; Falkirk, Stirling and Clackmannanshire. The provision in April 1998 is set out in the following figures.

Figure 1.6 – Numbers of existing Industrial and Office Units in Falkirk Council Area (April 1998) by Local Plan area

Local Plan Area	Industrial Units	Office Units
Falkirk	223	124
Grangemouth	121	43
Denny	60	32
Bo'ness	44	6
Larbert/Stenhousemuir	37	11
Polmont	18	19
Bonnybridge/Banknock	26	1
Total	529	236
Forth Valley	1185	616

Source: Roger Tym and Partners: Forth Valley Property and Sectors Strategy

Figure 1.7 - Industrial Units by Size for Falkirk Council Area and Forth Valley

Size (Sq. Ft.)	Falkirk	Rest of Forth Valley
Less than 5,000	43%	57%
5,000 - 20,000	47%	53%
More than 20,000	50%	50%

Source: Roger Tym and Partners: Forth Valley Property and Sectors Strategy

Figure 1.8 - Office Units by Size for Falkirk Council Area and Forth Valley

Size (Sq. Ft.)	Falkirk	Rest of Forth Valley
Less than 1,000	41%	59%
1,000 - 5,000	33%	67%
5,000 - 10,000	36%	64%
More than 10,000	31%	69%

Source: Roger Tym and Partners: Forth Valley Property and Sectors Strategy

- 1.3.24 The general conclusions from the study were that:
- * *there is a shortage of sites both immediately available and in the pipeline;*
 - * *there is a lack of choice with unusually low availability rates within the existing stock;*
 - * *a high proportion of units are old and out of date; and*
 - * *there is limited private sector activity with Falkirk Council as a significant provider.*
- 1.3.25 The industrial and commercial property market in Scotland is dominated by the three biggest centres of Glasgow, Edinburgh and Aberdeen. Any private investor would have to take into account a number of factors when deciding on the viability of a scheme including:
- * *local rent levels;*
 - * *long-term demand particularly for premium tenants;*
 - * *locational factors; and*
 - * *viability of alternative uses and locations.*
- 1.3.26 A particular factor for large scale business and commercial developments is the time taken for the proposals to be fully let. For example, Central Park in Larbert was developed by the former Central Regional Council. An outline planning application was submitted in 1990 and the necessary infrastructure in terms of roads and services was completed on site in 1993. The development which to date has created up to 1000 jobs has been successful in its own terms but is unlikely to be fully let and finished until 2000. It is unlikely that a private sector developer applying conventional financial appraisal techniques would have been able to justify the returns relative to the risks. This would be particularly the case if such a project was assessed against alternative land uses.

Grangemouth

- 1.3.27 One of the most significant aspects of the local economy is the importance of the chemical and petro-chemical companies located in Grangemouth.
- 1.3.28 The companies concerned are mostly global companies who locally employ some 4,000 staff directly and some 8,000 indirectly. The gross domestic product generated in Grangemouth is significant in Scottish terms leaving aside the importance locally.
- 1.3.29 Grangemouth was developed as an important East Coast port when the Forth and Clyde Canal enabled improved communications across the industrialised Central Belt. It was important for trade with the Baltic and Scandinavian countries and traded in timber, hemp, flax, iron and grain.
- 1.3.30 Grangemouth's beginnings as a centre for chemicals and petro-chemical developments started after the First World War. The main companies present in the town and their products are:
- * *BP/Ameco. BP Oil – liquid propane gases (LPGs), distillate components and fuels. BP Chemicals - ethylene, propylene, wide range of polyethylene grades, ethanol, benzene, butadiene, polybutenes and aerosols, with primary feedstocks piped direct from the North Sea.*
 - * *Astra/Zeneca - a range of agrochemicals.*
 - * *Enichem UK Limited - synthetic rubber, low CIS*, polybutadiene and high CIS* polybutadiene, styrenebutadiene copolymers.*
 - * *G E Plastics - engineering thermoplastics, wide range of speciality acrylonitrile butadiene styrene (ABS) grades.*

- * *Rohm and Haas (Scotland) - plastic additives, methyl methacrylate butadiene styrene (MBS) impact modifiers, joint venture with kureha and Rohm and Haas.*
- * *Avecia - a range of speciality chemicals*

(CIS is a type of molecular structure.)

1.3.31 Kinneil Kerse near Grangemouth is identified in NPPG 2 “Land for Business and Industry” as a site that should be reserved for further large scale petro-chemical development. Scottish Enterprise Forth Valley has also identified the chemical and related industries around Grangemouth as an important cluster in which further economic development proposals can be built upon. The Chem Ecosse initiative has therefore been established to market Grangemouth as a world class location for the chemicals industry.

Tourism

1.3.32 Tourism is an industry of significant importance to Scotland. Scottish Enterprise estimated that during 1997 alone, tourism was worth some £4,154m to the Scottish economy. Increasing the number of visitors and how much they spend in the Falkirk Council area would clearly be of benefit.

1.3.33 In comparison with many parts of Scotland and the Forth Valley, the Falkirk Council area is not a traditional tourist location. Research commissioned for Scottish Enterprise has attempted to identify the number of visitor days. This is shown in the following figure.

Figure 1.9 - Estimated Visitor Days in the Forth Valley in 1997 (1000's)

	Falkirk	Stirling	Rest of Forth Valley
Serviced Accommodation	182	394	603
Non-Serviced Accommodation	10	139	563
Staying with friends and relatives	682	275	439
Day visitors	273	1890	1259
Total	1147	2698	2864

Source: Scottish Enterprise, STEAM Report

1.3.34 Comparatively few visitor days are accounted for by hotel or other accommodation. Indeed, most of Falkirk’s visitor days can be accounted for by people staying with friends and relatives. In comparison with the rest of the Forth Valley, Falkirk has a limited number of bed stocks which may partially explain the high proportion of visitors staying with friends and relatives as shown in figure 1.9.

Figure 1.10 - Estimated Bedstock in the Forth Valley in August 1997

	Falkirk	Rest of Forth Valley
Serviced Accommodation	1164	7171
Non-serviced Accommodation	43	6749
Total	1207	13,920

Source: Scottish Enterprise, STEAM Report

1.3.35 The main visitor attractions that are currently promoted in the Falkirk Council area are:

- * *Blackness Castle;*
- * *Bo'ness and Kinneil Railway;*
- * *Kinneil House and Museum, Bo'ness;*
- * *Birkhill Fireclay Mine;*
- * *Callander House and Park;*
- * *Forth and Clyde and Union Canals; and*
- * *The Dunmore Pineapple.*

1.3.36 A future development which has important implications for leisure and tourism in the Falkirk Council area is the Millennium Link. The re-establishment of the Forth and Clyde and Union Canals for coast to coast and city to city navigation is a major opportunity for the area.

1.3.37 The proposed Millennium Wheel linking the two canals will be a tourist attraction in its own right and the re-opening of the canals could also create other spin-off opportunities for the area. In addition many of the area's existing attractions are within easy reach of the canals. The opportunities have been identified in the Millennium Link Canal Corridor Development Framework, October 1998.

Rural Areas

1.3.38 Parts of Falkirk Council's rural areas are eligible for funding from the Scottish Office Rural Challenge Fund. The Council has also identified additional areas that, while outside the Scottish Office defined area, nonetheless share common socio-economic profiles.

1.3.39 The target area for rural regeneration is centred around the former mining villages of the Braes including Slamannan, Limerigg, Avonbridge and Standburn. Unemployment, poverty and social exclusion are not exclusively urban problems. Indeed such problems are compounded by a lack of accessibility both in terms of distance and extra costs to get to urban-based services. Also due to smaller population levels the problem appears to be less serious in official statistics.

1.4 Future Projections

- 1.4.1 Forecasts as to the likely number of jobs and types of jobs are fraught with problems. The basic approach of extrapolating previous trends is a simplification of what is a dynamic and complex activity. No meaningful projections are available for 2020 but Forth Valley Enterprise has commissioned Business Strategies to look at the Forth Valley economy up to 2007. These results are shown in the following figures. However, different definitions of employment are used and they are therefore not directly comparable with the data used previously to describe the existing situation.

**Figure 1.11 - Projected Employment Structure for Falkirk Council Area
(Number of Jobs in 1000s)**

SECTOR	1987	1992	1997	2002	2007
Agriculture, Forestry and Fishing	0.23	0.24	0.32	0.24	0.20
Energy and Water	0.81	0.87	0.54	0.45	0.40
Minerals, Metals and Chemicals	9.66	7.80	6.50	5.99	5.51
Engineering	1.47	1.49	1.82	1.51	1.14
Other Manufacturing	4.77	3.59	1.91	1.42	1.28
Construction	2.97	4.15	2.63	2.12	1.61
Distribution, Hotels and Catering	9.34	11.40	13.35	13.64	13.35
Financial and Business Services	3.42	3.89	4.44	4.50	4.81
Other Services	12.61	14.56	14.60	15.34	15.89
Total	48.05	50.80	48.64	47.70	46.20

Source: Business Strategies, May 1998

Figure 1.12 - Projected Male Employment (1000's)

	1988	1992	1997	2002	2007
Full Time	26.6	26.1	22.5	20.8	19.4
Part Time	1.6	1.9	3.3	3.3	3.3
Total	28.3	28.0	25.8	24.2	22.7

Source: Business Strategies, May 1998

Figure 1.13 - Projected Female Employment (1000's)

	1988	1992	1997	2002	2007
Full Time	12.2	12.2	11.7	11.6	11.6
Part Time	9.7	10.6	11.2	11.9	11.9
Total	21.9	22.8	22.8	23.5	23.5

Source: Business Strategies, May 1998

Figure 1.14 - Projected Total Employment in the Falkirk Council Area (1000's)

	1988	1992	1997	2002	2007
Male	32.6	32.8	30.1	28.3	26.5
Female	23.2	24.2	24.2	24.8	24.7
Total	55.8	57.1	54.3	53.1	51.2

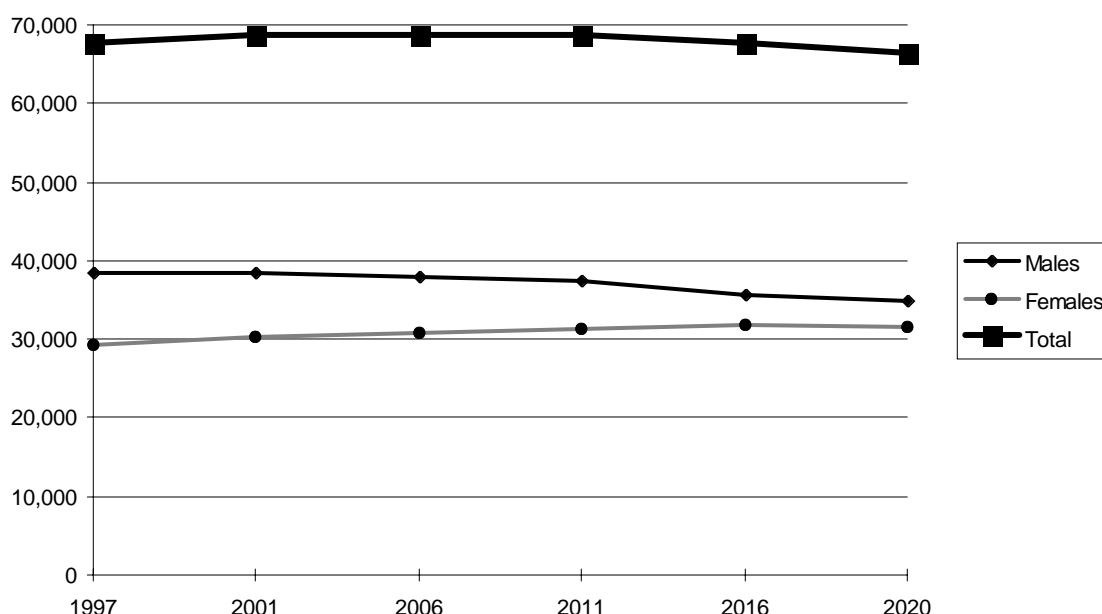
Source: Business Strategies, May 1998

- 1.4.2 The forecasts show that the local economy is vulnerable if existing and long-term trends in the employment structure continue. It does not mean that a decline in the levels of employment is inevitable but it does illustrate the importance of supporting the local economy in order to improve the future prosperity of the area.

1.4.3 Another important projection is the likely number of people who live in the Falkirk Council area who will be available for work. These projections are based on the population projections shown in Figure 8.14 with standard activity rates applied. See also Technical Appendix “Population, Economically Active Population and Household Projections”.

1.4.5 The economic activity projections are based on the Council’s population projections. These in turn are based on the assumption that the Council will be successful in achieving the necessary in-migration rates. An element of in-migration is also in turn likely to be job related.

Figure 1.15 - Projected Economically Active Population within Falkirk Council Area



Source: Falkirk Council, Research and Information Unit, Corporate Services

1.4.4 Although both projections need to be compared with caution, they show that if trends continue the number of jobs in the Falkirk Council area is likely to fall, whereas the number of economically active will stay constant. The balance between the two figures will broadly be made up by out-commuting and unemployment.

1.4.6 Whilst it is difficult to attach numbers due to the uncertainties involved, the projection would illustrate the importance of job creation, firstly to replace the jobs likely to be lost due to changes in the employment structure of the area and secondly to create jobs that will encourage in-migration to help achieve the population targets of the Plan. This in turn will reinforce further economic and employment growth.

1.5 Summary of Main Findings

- 1.5.1 The local economy is vulnerable to further job losses because there is an over representation of jobs in manufacturing in the economy and conversely an under representation of jobs in services. It will therefore be important to adopt policies that continue to diversify the economy and create jobs to replace those likely to be lost, to reduce local unemployment and to assist in encouraging in-migration.
- 1.5.2 The importance of regenerating the local economy is also emphasised by the higher than average rate of unemployment in the area and the obvious linkages between unemployment and other aspects of social exclusion and poverty.
- 1.5.3 The area has large reserves of land allocated for employment purposes in the existing Local Plans but for a variety of reasons this has not resulted in high development rates. The local property market is dominated by the public sector and a study commissioned by Forth Valley Enterprise reports that there is a shortage of industrial and commercial property.
- 1.5.4 The area is not a traditional tourist location but nonetheless it is estimated that in 1997 there were 1,147,000 visitor days spent in the Falkirk Council area. Staying with friends and relatives was the main source of accommodation. The Millennium Link presents an opportunity to develop tourism both in terms of new attractions and to provide a linkage between attractions.
- 1.5.5 The number of people available to work, (i.e. economically active) is likely to remain at about current levels even if there is a slight increase in the population of the area.

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