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January to December 1993

Employment GAZETTE

Volume 101

42(HA307) ⑤

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2	STATISTICS BACK UP

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notes on the index

1. In the contents listings, pagination for January 1993 (pp 645-696) is shown before the February to December listings (pp 1-564).
2. In addition to the 1993 features listing, a chronological record of all features from January 1990 to December 1992 is included.
3. For the first time, a separate alphabetical subject listing of all parliamentary questions noted in the pages of *Employment Gazette* for 1993 is included. References to each separate parliamentary question can also be found in the main body of the index under the appropriate subject heading.
4. Each issue of *Employment Gazette* includes a yellow section: the LFS Help-Line. All items in the Help-Line have been separately included by subject in the main body of the index. From January to April inclusive, the page numbers for the Help-Line section form part of the general *Employment Gazette* pagination, but in May this changes to separate numbering (L1-L4) and from June to December this section is denoted by the letters LFS. All such references from May to December, therefore, are denoted by L or LFS followed by the specific page number and the month.
5. The May issue of *Employment Gazette* included a facsimile of the May 1893 issue of *Labour Gazette*. This has been noted in the main index, but its contents have not been indexed.

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Regional labour force outlook to the year 2000

Projections of the civilian labour force in Scotland, Wales and the regions of England to the year 2000, consistent with those published for Great Britain in April 1989. 9-19

Filling the breach in 'Civvy Street'

Because of demographic change, the men and women of the armed forces are one group in society which may be able to take advantage of these changes and fulfil employers' needs. Donald Williamson, 20-24

Late starters: do they catch up?

Uses data from a national survey of 9,000 graduates and diplomates to examine whether the attainment of a satisfactory destination shortly after graduation impacts on career success several years later. Andrew Rees and Paul Lanser, 26-40

Facing the demographic challenge

A case study describing the employment policies used by Tesco. Pat Lennon, 41-44

February 1990

Winning workers: rising to the demographic challenge

Although there is an imminent shortage in the supply of young people for work, the overall size of the labour force is set to increase. Critical changes in recruitment and personnel policies because of this are examined. David Parsons, 63-69

Pattern of household spending in 1988

Discusses a selection of results from the Report of the 1988 Family Expenditure Survey (FES) on the way households in the UK spend their money. 71-78

Registered disabled people in the public sector

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Towards the family-friendly firm?

Describes the main findings of a report examining child and elder care schemes to help employees combine professional and domestic responsibilities. Dorothy Berry-Lound, 85-91

The growth of UK companies 1985-87 and their contribution to job generation

A recent study of UK businesses reveals that firms with fewer than 20 employees made a net contribution to job growth of 290,000, compared with just 20,000 in larger firms. Colin Gallagher, Michael Daly and Jeremy Thomason, 92-98

Personnel and the bottom line

Shows how ICL put into practice the theory that the management of a business's human resources should be absolutely relevant to its results. Andrew Mayo, 99-105

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Workplace training and assessment

Describes the basis of National Vocational Qualifications, demonstrates the need for competent assessors and announces new Trainer/Assessor Awards. 121-124

Ethnic origins and the labour market

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Open learning: training for success in the 1990s

Shows how more and more companies are turning to open learning, thereby improving morale and productivity. 138-141

Effectiveness of adult off-the-job skills training

A summary of a research report of an evaluation study of the effects of off-the-job skills training on subsequent employment prospects, earnings and job satisfaction. Joan Payne, 143-149

Control of lead at work: analysis of workers under medical surveillance

Updates the analysis of blood lead levels for males for 1987-88 and provides the first analysis for females from 1982 to 1988. Peter Thomas and John Osman, 150-161

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Using consultants to manage business change: results of an evaluation of Business Growth Training (Option 3) projects

Main findings of a study which began in autumn 1988 and involved just over 100 companies. Courtney Smith, 171-180

National Training Awards 1990

Explanation of the procedures for entering the 1990 competition and brief details of former winners. 181-184

Labour force outlook to 2001

Projections of the civilian labour force in Great Britain up to the year 2001, incorporating preliminary information available from the 1989 Labour Force Survey and new population projections. Alan Spence, 186-198

1989 Labour Force Survey preliminary results

Shows strong growth in employment since 1988 and a further steep fall in the number of unemployed. Presents detailed results and comparisons with earlier years. 199-212

Industrial tribunal statistics

Updates the article and statistics in May 1989 *Employment Gazette* and looks forward to future developments in the tribunals. 213-218

Members of industrial tribunals

Explains the mechanism for appointing new members and gives details of the numbers of new members that were appointed. 219

Revised employment estimates for 1988 and 1989

Describes revisions which have been made to the employment estimates for Great Britain to take account of preliminary results of the 1989 Labour Force Survey. 220-224

May 1990

HRD week Barbican Centre

A Special Report on the Institute of Training and Development's fourth annual Human Resource Development week on the theme 'Britain in Europe: quality, culture, competition'. Maggie Owen and David Mattes, 239-243

Earnings and hours of manual employees in October 1989

Results of the 1989 survey on earnings and hours of manual employees. 244-254

Size distribution of UK firms

New figures for the number of firms in the United Kingdom, and their distribution in terms of employment and turnover size. Graham Bannock and Michael Daly, 255-258

Membership of trade unions in 1988

Shows the ninth consecutive fall in membership from the peak level in 1979. Derek Bird, 259-262

Characteristics of the unemployed

Some of the latest results from the Labour Force Survey which update the article in *Employment Gazette*, October 1988. 264-277

AIDS and the workplace

Details of the launch of the *AIDS and the workplace* booklet and description of its contents. 278-281

June 1990

TEC Conference Wembley

A Special Report on the national conference in May 1990. David Mattes, 299-302

Easing the long-term jobless back into training

Shows how the launch of Initial Training in Whitechapel and Hartlepool is helping to tackle difficulties. David Anderson, 303-305

Job evaluation: a modern day 'genie' for management information?

Suggests that very little development has taken place in determining and shaping jobs and that a clearer view is needed of how labour supply and demand interact. Steve Spencer, 306-312

Retail prices index: updating of weights

Gives the weights being used in 1990 of the RPI and pensioner price indices. 313-315

Fudging the issue

Describes the work of the Rural Development Commission's Productivity Centre as a consultancy service which offers a unique opportunity to a wide variety of small rural businesses. Rani King, 316-318

July 1990

Industrial stoppages in 1989

Looks at the coverage of the statistics, the figures for recent years, and for 1989 presents detailed analyses by industry, region, cause and size of dispute. Derek Bird, 336-346

High Technology National Training

Describes features and successes of the programme which helps to increase the supply of highly qualified people in targeted national skill shortage occupations, by training unemployed people. Joan Wilson, 347-352

Training infrastructure: the industry level

Describes the role of Industry Training Organisations. Bill O'Connell, 353-359

The peaceful revolution

A progress report on changes in Britain's ports since the repeal of the National Dock Labour Scheme. 360-364

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Carbon taxes and teleworking

A Special Report on a conference held in Cambridge on 'The UK Economy and the Green 1990s'. Mike Gordon, 381

Young people leaving school

The latest estimates and projections to the year 2001 of the numbers of young people leaving school in Great Britain, distinguishing those available to enter the labour market. 382-389

Staff suggestion schemes

Describes a 1940's scheme still functioning and others which are also reaping rewards for a variety of British companies. Stephen Feldman, 390-394

The Employment Service and inner cities

How the Employment Service is trying to address the problems faced by clients in inner cities. Christina Tudor, 395-399

Helping the unemployed back to work: some developments in the Employment Service

Describes a five point plan which enlists the commitment of the unemployed person. Aidan Loy, 400-402

Union density and workforce composition: preliminary results from the 1989 Labour Force Survey

1989 was the first year that a question on trade union or staff association membership was included in the LFS, thus permitting analysis of the characteristics of union members themselves. Mark Stevens and Andrew Wareing, 403-413

September 1990

Labour costs in 1988

The first detailed survey since 1984 looks at a wide range of labour costs, not just pay. Mike Janes and Brian Roberts, 431-437

Tourism and the tourist industry: latest statistics

Covers overseas visitors, domestic tourism and employment in tourism-related industries. Brian Baty, 438-448

Redundancies in Great Britain: a review of statistical sources and preliminary results from the 1989 Labour Force Survey

Gives details on three sources of data and compares the statistics they produce. Derek Bird, 450-454

The inner city dimension in Britain's youth labour market

Looks at some of the education, training and initial labour market experiences of 16-19 year olds who were educated in inner cities. John Gray, David Jesson, Charles Pattie and Nicholas Sime, 455-463

International Labour Conference 1990

Subjects discussed at the Conference in Geneva included the environment and the world of work, the safe use of chemicals, night work, and self-employment. Matilda Hartwell, 464-469

The changing characteristics of unemployed men

Some of the findings of a study to examine the characteristics, incomes in and out of work, and employment histories of the newly unemployed. Andrea Garman and Gerry Redmond, 470-474

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Graduate employment and degree class

Examines how polytechnic and college graduates' degree class is linked to their patterns of entry to further study and success in finding a first job. Jason Tarsh, 489-500

Outplacement counselling

Examines the part that outplacement counselling plays in situations concerning redundancies. John Bennett, 501-505

Measures of unemployment: the claimant count and the Labour Force Survey

Uses the preliminary results from the 1989 Labour Force Survey and compares the monthly count of benefit claimants with the alternative unemployment figures from the LFS. Department of Employment Statistical Services Division, 506-513

Characteristics of Restart clients

Describes the results of an analysis of a sample of forms for long-term unemployed claimants attending a Restart interview in February 1989. John Kerr, 514-517

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Changing to a training culture

A Special Report on the Third National TEC Conference, Brighton. Andrew Opie, Eileen Hatton, Gillian Dyer and Mervin Dadd, 531-537

Foreign workers and the UK labour market

In the last few years there has been a rising trend in foreign labour immigration in most Western European countries. Describes how the UK has been part of this general trend. For corrections to this article see *Employment Gazette* July 1991, pp 405-408. John Salt and Robert Kitching, 538-546

Unfair dismissal cases in 1985-86: impact on parties

Further results from the Employment Department's survey of unfair dismissal cases arising in 1985-86. The impact of cases on the employers and employees involved is considered. Nitya Banerji, David Smart and Mark Stevens, 547-552

The 1980s: a decade of growth in enterprise

Presents detailed analyses of data on VAT registrations and deregistrations and of the database from which they are derived. Michael Daly, 553-565

Provisions of the Employment Act 1990

Describes the main provisions of the Act. 567-570

Pay in Great Britain: results of the 1990 New Earnings Survey

Describes some of the main findings of the first summary results of the annual survey. Clive Lewis, 571-575

December 1990

IPM Conference Harrogate

A Special Report on the Institute of Personnel Management Conference at Harrogate. Brian McGavin, Mike Boland, David Mattes and Eileen Hatton, 590-600

Monthly unemployment statistics: maintaining a consistent series

While presenting a revised, consistent series of seasonally adjusted claimant unemployment, the article also explains the necessity for revision, and also discusses the problems of measurement and how these have been tackled. John Lawlor, 601-608

International comparisons of industrial disputes in 1988 and 1989

Compares working days lost in the United Kingdom with corresponding data from other OECD countries. Discusses differences in the methods used for selecting and compiling data. Derek Bird, 609-613

Reclaim, rebuild and revive: collaborative projects in the inner cities

Looks at five projects in which local people have worked together with the private sector, with central and local government, and with the voluntary sector to tackle problems. Trevor Dawes, 614-618

Women in the labour market: results from the 1989 Labour Force Survey

Explores the interplay of women's family commitments and other characteristics with their levels of economic activity and patterns of employment. 619-643

Education and labour market status of young people in Great Britain

Estimates for 1989 for 16, 17 and 18 year olds, along with revised figures for other recent years. 645-647

January 1991

European Human Resources Conference

A Special Report looking at leadership development in a multinational context, and considering demographic issues, recruitment and the need to realign organisations to Europe's competitive advantage. Brian McGavin and Andrew Opie, 8-10

Going green - but what about the workers?

Is a greener Britain actually a major opportunity for employment or is it heading for a scenario of new job losses? Brian McGavin, 11-19

Safety in smaller manufacturing establishments

Employees in manufacturing establishments of under 50 people appear to be some 20 per cent more at risk of major injury than those in medium to large establishments (100-1000 people) and some 40 per cent more at risk than those in very large establishments. Peter Thomas, 20-25

Targeting mature workers

Looks at some of the issues employers are likely to consider when attracting and recruiting mature workers, and also covers some issues of retention. Draws on research by the HOST consultancy and experience in the United States. Dorothy Berry-Lound, 27-31

The flip side of training

As British business becomes ever more dependent on the information technology industry, the number of technical students has declined and there are not enough skilled technicians to cope. Is there a way out? Alan Bellinger, 33-35

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National Training Awards

A Special Report looking at the 4th annual National Training Awards for 1990 with a complete list of the 83 winners and details of some of their achievements. Nicola Rapp, 52-58

Ethnic origins and the labour market

Updates the material in *Employment Gazette*, March 1990, pp 125-137, and presents the latest information from the Labour Force Survey on the position of different ethnic groups in the labour market in Great Britain. 59-72

The Osel initiative

How a working partnership between the private and public sectors has helped create job and training opportunities for disabled people on the Isle of Wight. Rani King, 73-76

Northern enterprise at work

Charts the progress of Northumberland TEC since its launch in September 1990, and shows how it plans to add value to the national investment in training. Edward Fennell, 77-80

Registered disabled people in the public sector

The latest figures for a wide cross-section of public sector employers whose individual quota positions have been disclosed with their agreement. Contains the latest in a series of tables produced annually since 1976. 81-86

Building total quality into business strategy

Faced with a shrinking market, Courtaulds Fibres managed to regain a competitive edge. Part of their strategy involved the implementation of the Total Quality Management programme. Bill McPherson, 87-89

March 1991

The 1980s: a decade of growth in enterprise

Draws on the very extensive data available from the Labour Force Survey to describe the make-up of the more than 3 million self-employed in Great Britain, and how this has changed during the 1980s. Michael Daly, 109-134

Labour market statistics for the 1990s

A report on the 1990 Statistics Users' Conference, with particular reference to the major developments in Employment Department statistics. Paul Allin, Paul Demery and Elizabeth Elkan, 135-138

Safety assessment in onshore major hazard industries

A paper delivered by the Director General of the Health and Safety Executive to the Institute of Marine Engineers. J D Rimington, 139-146

Women returners: the view from Newcastle upon Tyne

Women returning to work after child-bearing are likely to fill most of the new jobs in the 1990s. A survey in Newcastle assesses how these women returners feel about going back to work, and what problems they might face. Irene Hardill and Anne Green, 147-152

April 1991

1990 Labour Force Survey preliminary results

Presenting detailed results and comparisons with earlier years, the LFS shows a picture of an expanding labour market, a further year of growth in employment, and falling unemployment. 175-196

Revised employment estimates for September 1987 to September 1990

Incorporates the 1989 Census of Employment results and the preliminary results of the 1990 Labour Force Survey, and presents revised estimates of employees in employment and the self-employed, and consequential revised workforce in employment figures. 197-204

The Employment Service as an agency: one year on

Some of the major developments in the Employment Service during its first year as an agency as part of the Government's Next Steps Initiative. 205-208

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1989 Census of Employment: results for the United Kingdom

Also analyses the main changes since the 1987 census and describes the purpose and operation of the census. 209-226

Earnings and hours of manual employees in October 1990

Results and tables from the 1990 survey. 227-236

The European Social Fund: partnership in action

How the new ESF assists thousands of employment and vocational training projects in Britain. Mark Bilsborough, 237-239

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Results from the Leisure Day Visits Survey 1988-89

The first authoritative estimates of the scale of visits by the British population at national level. Describes developments on the next survey, which will cover 1991-92. Brian Baty and Sally Richards, 257-268

Labour force trends: the next decade

Presents projections of the civilian labour force in Great Britain up to the year 2001 and compares them with those published previously. 269-280

Raising the standard

The Investors in People initiative aims to encourage employers to invest in staff training and development. Describes how the theory is being translated into practice. Jacky Cutts, 281-284

ED Group statistical burdens on business

Summarises the burden on business from ED Group regular and one-off statistical surveys, and lists all those carried out in the year to end-October 1990. Paul Allin, 285-286

Characteristics of the unemployed

Discusses preliminary results from the 1990 Labour Force Survey. 287-302

Industrial tribunals: an update

Updates the Employment Appeal Tribunal statistics to March 1990 and outlines future developments. 303-307

1989 Census of Employment: results for Great Britain

A follow-up, with results for Great Britain alone, to the results in April 1991's *Employment Gazette*. 308-316

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Membership of trade unions in 1989

An analysis of trade union membership based on information from the Certification Officer and the Labour Force Survey. Derek Bird, Mark Stevens and Anthony Yates, 337-343

Reviving the inner cities: the CAT way

How employment prospects for people living in seven London boroughs are being developed by the London City Action Team. Shanti Rebello, 344-346

Basic Skills at Work

Describes a new programme of action, Basic Skills at Work, which is designed to help TECs and LEAs tackle the problems of poor literacy and numeracy levels in the workplace. Nicola Rapp, 347-350

Retail Prices Index: updating of weights for 1991

Weighting of both the general index of retail prices and the pensioner price indices. 351-353

European Community training programmes

Describes some of the European Community's programmes and initiatives for vocational training and qualifications. Jane Evans and Helen Campbell, 354-359

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Industrial stoppages in 1990

Detailed analyses for 1990 by industry, region, cause and size of dispute. Derek Bird, 379-390

Working towards a world class workforce

A report on the growing role of Training and Enterprise Councils in locally-based training initiatives. Jeremy Surr, 391-392

Doing good by stealth

Describes how the Employment Department is encouraging closer links between education and the world of work. Valerie Bayliss and Jacqueline Balian, 393-396

Youth Training: now we are one

A review of the first year in operation of Youth Training. Jackie Bridges, 397-400

MCI and the competent manager

Describes how the Management Charter Initiative is spearheading the movement to improve the quality of British management. Saul Kiddell-Monroe, 401-404

Foreign workers and the UK labour market

Corrections to the article written by John Salt and Robert Kitching entitled 'Foreign workers and the UK labour market', pp 538-546 in *Employment Gazette*, November 1990. 405-408

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31st International Skills Olympics

A Special Report from Amsterdam. Adam Luck, 430-433

National Education and Training Conference 1991

A Special Report from Birmingham. Mike Boland, 434-435

Labour mobility: evidence from the Labour Force Survey

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Payment systems: a look at current practice

Results of a recent study into the use of various forms of payment system in two contrasting labour markets. Bernard Casey, Jane Lakey, Hilary Cooper and John Elliott, 453-458

Redundancies in Great Britain

Preliminary results from the 1990 Labour Force Survey and comparisons with the 1989 results. Derek Bird, 459-463

Flexibility pays

Details of a new booklet published by the Employment Department, *The Best of Both Worlds*, which shows how both employers and employees can benefit from a flexible approach to working arrangements. Mike Rose and Nicola Baker, 464-468

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Tourism and the tourist industry in 1990

Covers overseas visitors, domestic tourism, and employment in tourist-related industries. Brian Baty and Robert Templeton, 491-502

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Banking on success

Reports on how Career Development Loans are playing a major role in enabling people to undertake vocational training they otherwise could not afford. Christine Ingall and Colin Viall, 503-506

Consultation and communication

A survey, conducted by ACAS, of over 500 private sector companies who are hoping to involve their staff more in planning and decision making. Andrew Scott, 507-511

Big help for small firms

Details of a newly revised Employment Department booklet *Your guide to help for small firms*. 512-514

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Review of Industry Training Organisations

Summarises the findings of a recent independent review for the government of the progress made by ITOs. Dorothy Berry-Lound, Michael Chaplin and Bill O'Connell, 535-542

The TVEI revolution

How the Technical and Vocational Education Initiative is preparing young people for entering the world of work. Adam Luck, 543-548

Young people leaving school

Estimates and projections to the year 2001 of the number of young people leaving school in Great Britain. 549-558

Training statistics 1991

Looks at the coverage of the Employment Department's new publication, *Training Statistics 1991*, which brings together a wide range of training-related data. 559-561

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VAT registrations and deregistrations in 1990

Uses VAT information to monitor changes in the size of the UK business population from 1980 onwards. Michael Daly, 579-588

Job creation 1987-89: the contributions of small and large firms

Summary of a study of UK firms carried out for the Employment Department by Newcastle University. Michael Daly, Martin Campbell, Geoffrey Robson and Colin Gallagher, 589-596

Compact storms the inner cities

Reviews the progress of the Compact partnerships between businesses and schools, one of the Employment Department's education initiatives. Andrew Opie, 597-602

Pay in Great Britain

Describes some of the main findings of the 1991 New Earnings Survey. Alan Spence, 603-610

Time to invest

A report on the first 28 companies which have recently been awarded the prestigious status of Investor in People. Nicola Baker, 611-616

Measures of unemployment: the claimant count and the LFS

Uses the preliminary results from the 1990 Labour Force Survey and compares the monthly count of benefit claimants with the alternative unemployment figures from the Labour Force Survey. John Lawlor and Ann White, 617-624

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To Russia with help

A report on the employment problems and prospects of the Soviet Union, and how the Employment Department is offering assistance. Jennifer Dimond, 649-652

International comparisons of industrial disputes in 1989 and 1990

Compares working days lost in the United Kingdom with corresponding data for other OECD countries. Derek Bird, 653-658

Employee involvement: a recent survey

Presents the main findings of the 1991 Section 1 Survey, conducted by the Employment Department, which analyses employee involvement practices reported by 377 British companies. Angelika Hibbett, 659-664

Education and labour market status of young people in Great Britain

Firm estimates for 1990 and revised figures for other recent years. 665-668

Alcohol at work: the cost to employers

Gives the main results of three recent projects which looked into the effects of alcohol misuse in the workplace. Lynda Joeman, 669-680

Industrial tribunal statistics 1991

Presents information on the outcome of cases brought to the industrial tribunals and the Employment Appeal Tribunal between April 1990 and March 1991. 681-684

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Part-timers with potential

Case studies examining the issues involved in higher status part-time working. Judith Sidaway and Andrew Wareing, 19-26

Clearing the qualifications jungle

A progress report on the development of standards and qualifications, highlighting the benefits for employers, individuals, training providers and the economy. Stuart Gordon, 27-32

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How many small firms?

Findings from a recent study into the number of small firms in the UK and their distribution in terms of employment and turnover size. Michael Daly and Andrew McCann, 47-51

Three of a kind

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Compiled by:

Michael Hudson
Employment Department Library and Information Branch

Design:

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