Skills Development **Scotland**

Sectoral Skills Assessment Construction

October 2024

Sectoral Skills Assessments

First launched in 2017, Sectoral Skills Assessments (SSAs) provide a robust and consistent evidence base to support partners in strategic skills investment planning. Skills Development Scotland (SDS) has worked with key partners and stakeholders in the production of SSAs to ensure an inclusive approach to their development, dissemination and utilisation.

SSAs include published data sets. Inevitably, when using published data there is a time lag, but the data contained is the most up-to-date available at the time of writing. SSAs also include forecast data that has been commissioned through Oxford Economics. The Technical Note¹ provides full detail on the caveats that must be applied when using forecast data, but broadly, it should be noted that:

- Forecasts are based on what we know now and include past and present trends projected into the future.
- The more disaggregated they become, especially at smaller geographical units, the less reliable they are likely to be.
- Their value is in identifying likely directions of travel rather than predicting exact figures.
- The forecasts do not account for national or sectoral activities, initiatives or investments that are planned.

Industries and occupations used in the SSAs are defined by standard industrial classifications (SIC)² and standard occupational classifications (SOC).³

This SSA report is for the Construction sector.

The sector underpins Scotland's economy, providing housing for Scotland's population; developing the transport infrastructure; and making a significant contribution to the sustainability of the built environment. Please see Appendix 1 for the SIC definition used in this report.

Key Sectors are central to our Skills Investment Planning approach. Each Key Sector has a tailored Skills Investment Plan (SIP) which outlines trends in skills and qualification supply and employers' perspectives on the skills issues affecting the sector. Regional SIPs have also been developed and are available alongside SIPs on the SDS website.⁴

The SSAs are part of a suite of Labour Market Insight publications by SDS. Other products in the suite include:



Economy, People and Skills report which provides succinct and up-to-date evidence on Scotland's economy, businesses and people. It is updated monthly.



Regional Skills Assessments provide a coherent, consistent evidence base to inform future investment in skills, built up from existing datasets and forecasts for Regional Outcome Agreement areas, Rural Scotland and all City and Growth Deals regions. They are updated annually.



The <u>Data Matrix</u> is an interactive tool, offering more detailed data from a variety of sources in a visually engaging format. It is updated frequently.

Alongside the suite of Labour Market Insight publications, SDS also produces a wide range of reports such as statistics on Modern Apprenticeships and the Annual Participation measure for 16-19 year olds. This includes a wide range of data related to equalities. Further information can be found on the <u>Publications and Statistics</u> section of the SDS website.

We held a series of webinars to complement the publication of the Sectoral Skills Assessments.



The recording of the Construction webinar can be found on the SDS YouTube Channel here.

You can also watch the webinars for other key sectors and regions in Scotland <u>here</u>.

^{1.} SSA Technical Note (2024).

^{2.} Office for National Statistics UK Standard Industrial Classification (SIC) 2007.

^{3.} Office for National Statistics UK Standard Occupational Classification (SOC) 2010.

^{4.} Skills Development Scotland Skills Investment Plans

The Context for Scotland's Labour Market

Within the last 10 years, the economy has faced significant disruption due to events such as the pandemic, Brexit, the war in Ukraine, and the cost-of-living crisis. In addition, megatrends around demography, technology, and the environment have continued shaping Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of structural and cyclical factors.



The Economy

The economic outlook for Scotland has improved, but growth is still expected to be modest in 2024, after annual GDP figures estimated the Scottish economy (like that of the UK) remained broadly flat throughout 2023. While inflation rates have eased from their peak in October 2022, the effects of rising prices and high interest rates continue to impact Scottish households and businesses. Scotland has experienced a tight labour market in recent years, but there have been signs of this loosening in 2024.



Demographic Change

Scotland has an ageing population. In 2022, around 20 per cent of Scotland's population was aged 65 years or over, and around 15 per cent were aged under 15 years old. Population growth is also expected to slow in the next decade, and it is anticipated that the country is likely to rely on in-migration for population growth. These demographic changes in Scotland have important implications for the labour market and economy.



Inclusive Growth and Equality

Scotland continues to experience inequality, which can impact individuals' access to labour market opportunities. Cost-of-living pressures have affected different groups disproportionately, particularly in lower-income households. Geographical inequalities also exist across Scottish regions that can affect individuals' access to opportunities. There have been some advances in improving diversity within the workforce and reducing inequality, but challenges remain.



Technology and Automation

Scotland has a strong technology sector, with specific strengths in digital technology, life sciences and financial technology (fintech). The current makeup of the technology sector suggests Al will likely be the most important technological advance for the foreseeable future. It is estimated that 60 per cent of jobs in developed countries will be affected by AI. This could be disruptive within the labour market, creating challenges and opportunities for job roles and businesses.



Climate Change

The Scottish and UK governments have committed to meeting targets for Net Zero carbon emissions. The transition to Net Zero will directly impact jobs, with potential for job growth in Scotland. Upskilling and reskilling will be vital to equip Scotland's workforce with the skills needed to meet the transition. Scotland is well placed to take a lead in the development of new green technologies building on its significant natural resources and strengths in key sectors.



A fuller report on Scotland's Labour Market Drivers can be found here.

Sectoral Insight¹

The previous page provided an overview of the key drivers expected to have the greatest influence on Scotland's labour market. Below, we explore how some of these drivers, and others, may influence the sector.

The impact of the Scotland-wide strategic drivers is noticeable within the sector but critically has resulting impacts across Scotland's economy and communities, and on Scotland's journey to become a Net Zero economy.

Ongoing economic uncertainty combined with large price increases of materials and labour have led to building projects being cancelled and delayed. When projects do go ahead, they can be subject to cost reduction measures. This approach reduces the use of innovation to improve productivity, including increased use of automation and digital tools. This negatively impacts sustainability and carbon reduction measures, leads to a reduction in the number of new entrants, and creates employment practices that counteract attempts to make the sector more inclusive and diverse.

The ability to introduce change in the sector is reliant in part on a move from low cost to a focus on value and social good. Long-term, this would improve productivity, move the sector towards Net Zero, circular sustainable building, and support the building of a competent and diverse workforce.

Overview

The Construction and Built Environment sector impact is much greater than measurements such as GVA or numbers employed, although these measures alone highlight its importance. The sector is responsible for creating and maintaining all our buildings and infrastructure. When this cannot be done at the pace or to the standard needed, it can have a negative impact on society.

The recent declaration of a housing emergency by the Scottish Government is one example. Not all the crisis roots are due to the number of homes being built, but it is a factor and one solution. A recent <u>report</u> by Homes for Scotland has highlighted that there has been a reduction in the number of SME homebuilders by half since 2017, further hindering progress. Reasons are complex and led primarily by finance and regulation, but this highlights the complexities of the sector.

Sector Confidence

The Construction Industry Training Board (CITB) Construction Skills Network (CSN) <u>forecast</u> expects a low output growth figure of 0.5% in 2024 and highlights the positive impact of major Infrastructure projects such as Scottish Gas Networks and the Clyde waterfront and Renfrew Riverside. In terms of business confidence, stakeholders have expressed concern that the pipeline of work is slow, and the number of enquiries is lower

than expected for smaller and medium businesses.

Sector and Net Zero

The sector currently accounts for over one-third of global waste², so innovating to build and use materials more sustainably will be critical in the future. The sector will also directly contribute to Net Zero in many ways including doing the work needed to help our homes and buildings become more energy efficient and install clean heat. As regulations that support the heat in buildings strategy are introduced, the demand for construction operatives to support this work will increase at pace.

Skills and Workforce

CITB research highlights that Scotland under-recruits by 5,220 workers each year across numerous occupations. If this is viewed through a five-year lens the sector is under-recruiting new entrants by a substantial figure of 26,100. This adds to future shortages at a time when future demand is likely to be higher than the CITB figures. This under-recruitment of new entrants has multiple causes, including a lack of opportunities from a sufficient volume of employers to support new talent joining, limits in training provision capacity, and financial barriers including funding. This is made worse by narrow pathways and routes into many occupations which can limit flexibility.

- 1. Insight from the sector gathered via Skills Development Scotland (2024).
- 2. BBC (2021). The industry creating a third of the world's waste.

Sectoral Insight¹

There are positives, and the sector continues to recruit and train at scale. Construction remains the biggest sector for apprenticeship training and many opportunities are highly sought after. However, much work needs to be done in talent attraction to widen the talent pool and improve the diversity of the sector's labour market to ensure it is more reflective of society, and to attract new entrants across the full range of roles.

The impact of skill shortages can be seen in the sector and a <u>recent study</u> by the Federation of Master Builders highlighted that 43% of members had reported job delays because of skill shortages, and issues hiring qualified Carpenters and Joiners, Bricklayers and Plasterers. The CITB <u>Construction Skills Network Report</u> alongside wider industry engagement is starting to focus on the need not just to hire and train more new entrants, but also to improve retention of the existing workforce and undertake activities to attract those who have left back to the sector.

SDS in partnership with SQA has been working with industry and employers to update apprenticeships across multiple frameworks with work underway in Design and Contracting, Fitting Building Interiors, and Plumbing and Heating. Work to update the Electrical, HVAC and Stonemasonry frameworks will begin in 2024.

Sector-wide Activity

The Construction Leadership Forum has supported the creation of a strategic <u>Construction Accord</u>, published in 2022, from which a Transformation Action Plan was launched in January 2024, setting out actions to transform the Construction industry. It crosses many areas including workforce and skills, Net Zero, supply chain and procurement. The plan recognises the interconnectivity of the different elements and that seemingly separate issues impact on each other.

The Construction Accord has a focus on fair work and equalities. Support for the sector to improve equality, diversity and inclusiveness has been happening through campaigns to highlight work done through organisations such as the Supply Chain Sustainability School and CIOB Equalities charter.

It is important to note that the forecasts used in this Sectoral Skills Assessment are policy and investment neutral.



This means the figures present a baseline outlook that takes into account historical trends and external economic conditions, but the figures do not reflect investment or policy that is unconfirmed or atmplanning/development stage. Therefore, the forecasts should be used in conjunction with other sources, and readers are encouraged to overlay these with their own local and sectoral knowledge.

The Economy¹

Gross Value Added (GVA, £m) (2014-2034)²



In 2024, GVA in the Construction sector was estimated to be £10,849m, generating 7.4% of Scotland's total economic output. Between 2014 and 2024, GVA in the sector was estimated to have declined by 0.8% on average each year, compared to growth of 0.5% across Scotland over the same period.

Rising inflation has increased the cost of labour and materials as well as suppressing demand for new construction projects. As a result, in 2024 output in the Construction sector was estimated to remain broadly unchanged from 2023.

Looking ahead, GVA in the Construction sector is forecast to grow on average by 1.5% each year between 2024 and 2034, which is slightly above Scotland's average. In 2034, the Construction sector is forecast to account for 7.6% of Scotland's total economic output.

Construction forecast GVA in 2027: £11,468m

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up 5.7% from 2024

Construction forecast GVA in 2034: £12,568m

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up 9.6% from 2027

Scotland forecast GVA in 2027: £151,968m

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up 4.2% from 2024

Scotland forecast GVA in 2034: £166,273m



up 9.4% from 2027

Productivity (GVA per job)³

In this report, we have used Oxford Economics' measure of productivity, which is calculated by dividing total sectoral GVA by total sectoral employment (measured by jobs). Please note, there are different ways of calculating productivity, and caution is needed when interpreting productivity data presented in this report. It must be considered in the context of other data and insight.

In 2024, productivity in the **Construction** sector was estimated to be **£48,100**. In comparison, the Scottish average was £52,000.





Construction forecast productivity in 2027: £49,600



up 3.0% from 2024

Scotland forecast productivity in 2027: £53,000



up 1.9% from 2024



Construction forecast productivity in 2034: £52,100

Scotland forecast productivity in 2034: £57,100



up 5.1% from 2027



up 7.9% from 2027

- **2.** GVA is the measure of the value of goods and services produced within the economy and is an indicator of the sector's health. GVA in constant
- 2019 prices.
- **3.** Productivity is the measure of goods and services produced per unit of labour input. The Oxford Economics forecasts of productivity shown here

have been calculated by dividing total sector GVA by total sector employment (measured by jobs).

^{1.} SDS (2024). Oxford Economics Forecasts.

Current Demand¹



Workforce size 2024: 201,800 people

The sector's workforce was estimated to have **declined** by **-7.8%** or -17,200 people between 2014 and 2024. During this 10 year period, the pandemic had a notable effect on the workforce, as it declined by -18.3% or -44,000 people between 2019 and 2021.

This compares to a Scotland wide increase of 3.8% or 97,300 people between 2014 and 2024.

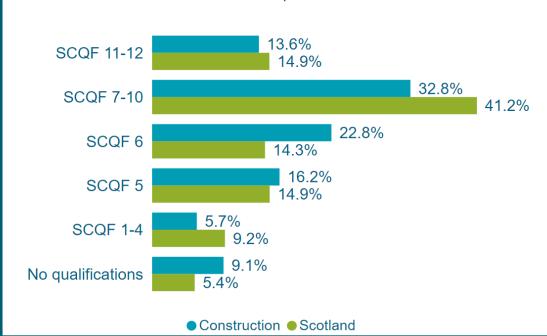
Employment by Region (people), 2024

The greatest number of people employed in **Construction** were estimated to be in:

Glasgow College Region*	Lanarkshire	Aberdeen City and Shire	Edinburgh, East and Midlothian
33,600	32,100	24,600	22,400

Workforce Qualifications, 2024

It was estimated that the **Construction** sector had a lower proportion of the workforce educated to SCQF Level 7 and above, and a higher proportion educated to SCQF Levels 5 and 6 compared to Scotland.²



Top 10 Employing Occupations (people), 2024



^{1.} SDS (2024). Oxford Economics Forecasts.

^{2.} See SCQF Framework for further information on SCQF qualification levels.

^{*}Glasgow College Region covers East Dunbartonshire, East Renfrewshire and Glasgow City local authorities.

Current Demand¹

The proportion of Local Authorities' workforce employed in Construction, 2024²

In 2024, the **Construction** sector was estimated to account for **7.7%** of Scottish employment.

Scottish local authorities have sectoral strengths that make them unique. This means that the **Construction** sector may be more important to some local economies, as a higher proportion of the local workforce is employed in the sector.

The sector was most prominent in these local authorities:

North Lanarkshire

13.5%

West Lothian

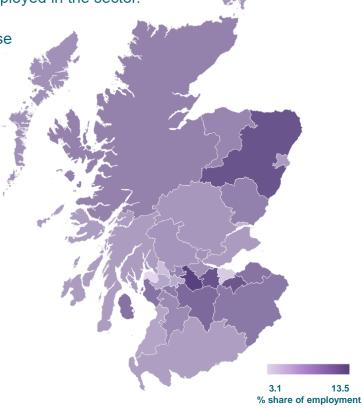
12.3%

Aberdeenshire

12.2%

Midlothian

12.0%



1. SDS (2024). Oxford Economics Forecasts.

3. Scottish Government (2023). Annual Survey of Hours and Earnings: 2023. Due to data availability, a 'best fit <u>SIC code</u> approach' has been used, so the sectoral definitions and totals in this section may vary from those we have used elsewhere.

Real Living Wage and Gender Pay Gap³

Individuals earning Real Living Wage or more:

In April 2023, the real living wage rate for employees who did not work in London was £10.90.



Manufacturing

2022: **90.6%** 2023: **90.6%**

All sectors

2022: **90.6%** 2023: **89.9%**

Construction

2022: **93.2%** 2023: **93.3%**

Gender Pay Gap for median full-time hourly earnings:



Manufacturing

2022: **16.6%** 2023: **13.9%**

Scotland

2022: **3.0**% 2023: **1.7** %

Construction

2022: **2.9**% 2023: **5.3**%

Due to data availability, a 'best fit SIC code approach' has been used, so sectors definitions here may not fully match key sector definitions.

Modern Apprenticeships⁴



MAs starts for Construction & Related*:

Q4 2022/23: **6,623** Q4 2023/24: **6,410** Q1 2024/25: **721**



MAs in training for Construction & Related*:

Q4 2022/23: **13,321** Q4 2023/24: **12,993** Q1 2024/25: **12,315**

* Based on SDS Occupational Groupings.

For data on FAs and GAs please see the Publications section of our <u>website</u>. For data on colleges and universities please see <u>Scottish Funding Council</u> and <u>Higher Education Statistics Agency</u>.

4. SDS (2024). Modern Apprenticeship Statistics, Quarter 1, 2024/25.

^{2.} The proportion of the workforce in the Local Authority employed in the sector is calculated by dividing the sectoral employment in the area by total employment in the area.

Job Postings^{1,2}



Spotlight on... Construction Operatives³

Between July 2023 and June 2024, there were **450 job postings**. Job postings were high in 2022, and as a result the number of job postings has decreased by 4.6% compared to the period between July 2022 and June 2023 (21% decline across all occupations comparatively). Despite the decline, the number of job postings remained above the pre-pandemic level for Construction Operatives.

Top Locations between July 2023 and June 2024 were:



Aberdeen City
100 job postings



Glasgow City
70 job postings



Edinburgh City **50 job postings**

The largest growth in job postings between July 2022 - June 2023 and July 2023 - June 2024 was in Edinburgh City (+17), Moray (+8), Highland (+6) and Angus (+6).

Specialised skills and knowledge requested (July 2023 - June 2024) included:



Risk Analysis



Environment Health and Safety



Demolition



Basic Offshore Safety Induction And Emergency Training (BOSIET)



Median real-time advertised salary July 2023 – July 2024: £31,000



Spotlight on... Electricians and Electrical Fitters⁴

Between July 2023 and June 2024, there were **4,050 job postings**. Job postings were high in 2022, and as a result the number of job postings has decreased by 13.0% compared to the period between July 2022 and June 2023 (21% decline across all occupations comparatively). Despite the decline, the number of job postings remained above the pre-pandemic level for Electricians and Electrical Fitters.

Top Locations between July 2023 and June 2024 were:



Glasgow City
960 job postings



Edinburgh City
680 job postings



Aberdeen City
320 job postings

The largest growth in job postings between July 2022 - June 2023 and July 2023 - June 2024 was in Fife (+35), Perth and Kinross (+29), East Lothian (+23), and Scottish Borders (+23).

Specialised skills and knowledge requested (July 2023 - June 2024) included:



Electrical Wiring



Emergency Lighting



Electrical Systems



Electrical Engineering



Median real-time advertised salary July 2023 – July 2024: **£38,000**

- 1. Lightcast 2024. Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate of activity.

 2. Job postings are rounded to the nearest 10.
- **3**. Data is based on SOC 815 for the whole of Scotland. Median salary based on 27% of job postings.
- **4.** Data is based on SOC 5241 for the whole of Scotland. Median salary based on 50% of job postings.

Job Postings^{1,2}



Spotlight on... Production Managers and Directors in Construction³

Between July 2023 and June 2024, there were **970 job postings**. Job postings were high in 2023, and as a result the number of job postings has decreased by 13.0% compared to the period between July 2022 and June 2023 (21% decline across all occupations comparatively). Despite the decline, the number of job postings remained above the pre-pandemic level for Production Managers and Directors in Construction.

Top Locations between July 2023 and June 2024 were:



Aberdeen City 370 job postings



Glasgow City 210 job postings



Edinburgh City 140 job postings

The largest growth in job postings between July 2022 - June 2023 and July 2023 - June 2024 was in Dundee City (+11), and Angus (+10).

Specialised skills and knowledge requested (July 2023 - June 2024) included:



Project Management



Risk Analysis



Oil and Gas

2. Job postings are rounded to the nearest 10.



Environment Health and Safety



Median real-time advertised salary July 2023 – July 2024: £46,000





Glasgow City

200 job postings

AutoCAD Software

Spotlight on... Structural Engineers⁴

Top Locations between July 2023 and June 2024 were:

Between July 2023 and June 2024, there were 510 job postings. Job postings were high in 2022, and as a result the number of job postings has decreased by

21.8% compared to the period between July 2022 and June 2023 (21% decline across all occupations comparatively). Despite the decline, the number of job

Edinburgh City

The largest growth in job postings between July 2022 - June 2023 and July

2023 - June 2024 was in South Lanarkshire (+20), and Highlands (+10).

120 job postings

postings remained above the pre-pandemic level for Structural Engineers.



Tekla (BIM Software)



Masonry



Autodesk Revit Software

Aberdeen City

90 job postings



Median real-time advertised salary July 2023 – July 2024: £44.900

- 1. Lightcast 2024. Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate of activity.
 - based on 28% of job postings.
 - 4. Data is based on job titles for the whole of Scotland. Median salary based on 50% of job postings.

3. Data is based on SOC 1122 for the whole of Scotland. Median salary

Future Demand: Mid-term (2024-2027)¹

In the mid-term (2024-2027), the number of people in employment is forecast to grow by 2.8% (5,700 people) in the Construction sector. This is a larger percentage growth than is forecast overall across Scotland where employment is predicted to rise by 1.9% (49,800 people).

In 2027, the top employing regions in the sector are forecast to be **Glasgow College Region** and **Lanarkshire**, the same as in 2024. Similar to 2024, **the largest proportion of the workforce** is forecast to be educated **to SCQF 7-10 and SCQF 6.** The top employing occupation is forecast to be **Skilled Construction and Building Trades.**

Forecasts for the mid-term (2024-2027) suggest there could be demand for **22,000 people in the sector**, as a result of the need to replace workers leaving the labour market and opportunities created through expansion demand. Whilst positive, caution is needed as a wide range of factors may impact the future labour market.

Workforce (people), 2027



Workforce size 2027: 207,600 people



The sector's workforce is expected to **grow** by **2.8**% or **5,700** people between 2024 and 2027



Compared to a Scotland wide increase of **1.9**% or **49**,**800** people

Total Requirement*











Total requirement: 22,000 people

Replacement demand: 16,200 people

Expansion demand: 5,700 people

Construction is forecast to account for **5.9**% of Scotland's total requirement for people in the mid-term (2024-2027)

Top 10 Employing Occupations (people), 2027 Skilled Construction and Building Trades 63,300 18,900 Business and Public Service Professionals Corporate Managers 16,600 Science and Technology Professionals 16,300 Process, Plant and Machine Operatives 13,400 Skilled Metal and Electrical Trades 12,900 Business and Public Service Associate Professionals 11,600 Administrative Occupations 11,100 Elementary Occupations: Trades, Plant and Storage 9,300 Transport and Mobile Machine Drivers and Operatives 7,400

The replacement demand is the number of people required to replace workers leaving the labour market (i.e. those who retire, move away or change jobs). Please note, figures are rounded to the nearest 100 and as a result totals may not equal the sum of the constituent parts.

^{1.} SDS (2024). Oxford Economics Forecasts.

^{*} Total requirement for people is made up of expansion and replacement demand.

The expansion demand is the number of people required as a result of economic growth or contraction.

Future Demand: Long-term (2027-2034)¹

Employment growth in the Construction sector is forecast to continue, with an increase of 4.5% (9,400 people) in the long-term (2027-2034). This is a larger percentage growth than is forecast overall across Scotland where employment is predicted to rise by 1.2% (32,000 people).

In 2034, Glasgow College Region and Lanarkshire are forecast to remain the top-employing regions in the sector. The largest proportion of the workforce employed in the sector is forecast to be educated to SCQF 7-10, followed by SCQF 6, and Skilled Construction and Building Trades is forecast to remain the most indemand occupation within the sector.

Forecasts for the long-term (2027-2034) estimate that **48,200 people** could be required in the sector. This will be driven by **the need to replace workers** leaving the labour market **and the creation of opportunities** through expansion demand.

Workforce (people), 2034



Workforce size 2034: 217,000 people



The sector's workforce is expected to **grow** by **4.5**% or **9,400** people between 2027 and 2034



Compared to a Scotland wide increase of **1.2%** or **32,000** people

Total Requirement*











Total requirement: 48,200 people

Replacement demand: 38,800 people

Expansion demand: 9,400 people

Construction is forecast to account for **6.1**% of Scotland's total requirement for people in the long-term (2027-2034)

Top 10 Employing Occupations (people), 2034 Skilled Construction and Building Trades 66,600 Business and Public Service Professionals 20,500 Corporate Managers 18,600 Science and Technology Professionals 16,600 13,300 Process, Plant and Machine Operatives Business and Public Service Associate Professionals 12.800 Administrative Occupations 12,100 Skilled Metal and Electrical Trades 12,000 Elementary Occupations: Trades, Plant and Storage 9,100 7,800 Transport and Mobile Machine Drivers and Operatives

The replacement demand is the number of people required to replace workers leaving the labour market (i.e. those who retire, move away or change jobs). Please note, figures are rounded to the nearest 100 and as a result totals may not equal the sum of the constituent parts.

SDS (2024). Oxford Economics Forecasts.

^{*} Total requirement for people is made up of expansion and replacement demand.

The expansion demand is the number of people required as a result of economic growth or contraction.

Appendix 1: Construction Sector Definition (SIC 2007)

02.2 Logging 08.11 Quarrying of ornamental and building stone, limestone, gypsum, chalk and slate 08.12 Operation of gravel and sand pits; mining of clays and kaolin 16.23 Manufacture of other builders' carpentry and joinery 20.30/1 Manufacture of paints, varishes and similar coatings, mastics and sealants 20.30/2 Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres 22.11 Manufacture of ther rubber products 22.23 Manufacture of builders' ware of plastic 23.32 Manufacture of bricks, tiles and construction products, in baked clay 23.41 Manufacture of ceramic household and ornamental articles 23.42 Manufacture of ceramic sanitary fixtures 23.43 Manufacture of ceramic insulators and insulating fittings 23.44 Manufacture of other technical ceramic products 23.49 Manufacture of other ceramic products 23.40 Manufacture of other ceramic products 23.41 Manufacture of other ceramic products 23.42 Manufacture of other ceramic products 23.43 Manufacture of other ceramic products 23.44 Manufacture of other ceramic products 23.51 Manufacture of ready-mixed concrete 23.62 Manufacture of lime and plaster 23.63 Manufacture of ready-mixed concrete 23.64 Manufacture of mortars 23.65 Manufacture of other articles of concrete, plaster and cement 23.69 Manufacture of mortars 23.69 Manufacture of other articles of concrete, plaster and cement 25.11 Manufacture of doors and windows of metal 25.21 Manufacture of central heating radiators and boilers 25.29 Manufacture of steam generators, except central heating hot water boilers	SIC	Name
08.12 Operation of gravel and sand pits; mining of clays and kaolin 16.23 Manufacture of other builders' carpentry and joinery 20.30/1 Manufacture of paints, varnishes and similar coatings, mastics and sealants 20.30/2 Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres 22.11 Manufacture of other rubber products 22.23 Manufacture of builders' ware of plastic 23.32 Manufacture of bricks, tiles and construction products, in baked clay 23.41 Manufacture of ceramic household and ornamental articles 23.42 Manufacture of ceramic insulators and insulating fittings 23.43 Manufacture of other technical ceramic products 23.44 Manufacture of other ceramic products 23.45 Manufacture of other ceramic products 23.46 Manufacture of ilme and plaster 23.51 Manufacture of concrete products for construction purposes 23.62 Manufacture of ready-mixed concrete 23.63 Manufacture of mortars 23.65 Manufacture of mortars 23.65 Manufacture of other articles of concrete, plaster and cement 23.69 Manufacture of other articles of structures 25.11 Manufacture of mortars 26.12 Manufacture of mortars 27.13 Manufacture of mortars 28.26 Manufacture of other articles of concrete, plaster and cement 28.51 Manufacture of metal structures and parts of structures 25.51 Manufacture of doors and windows of metal 25.52 Manufacture of central heating radiators and boilers 25.53 Manufacture of steam generators, except central heating hot water boilers	02.2	Logging
16.23 Manufacture of other builders' carpentry and joinery 20.30/1 Manufacture of paints, varnishes and similar coatings, mastics and sealants 20.30/2 Manufacture of printing ink 22.11 Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres 22.19 Manufacture of other rubber products 22.23 Manufacture of builders' ware of plastic 23.32 Manufacture of bricks, tiles and construction products, in baked clay 23.41 Manufacture of ceramic household and ornamental articles 23.42 Manufacture of ceramic sanitary fixtures 23.43 Manufacture of ceramic insulators and insulating fittings 23.44 Manufacture of other technical ceramic products 23.49 Manufacture of other ceramic products 23.51 Manufacture of ement 23.52 Manufacture of lime and plaster 23.63 Manufacture of plaster products for construction purposes 23.64 Manufacture of plaster products for construction purposes 23.65 Manufacture of mortars 23.66 Manufacture of other articles of concrete, plaster and cement 23.69 Manufacture of other articles of concrete, plaster and cement 25.11 Manufacture of other articles of structures 25.21 Manufacture of other and plasting radiators and boilers 25.22 Manufacture of other tanks, reservoirs and containers of metal 25.23 Manufacture of steam generators, except central heating hot water boilers	08.11	Quarrying of ornamental and building stone, limestone, gypsum, chalk and slate
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25.3 Manufacture of steam generators, except central heating hot water boilers		Manufacture of central heating radiators and boilers
9		Manufacture of other tanks, reservoirs and containers of metal
26.11 Manufacture of electronic components		
41.10 Development of building projects		
41.20/1 Construction of commercial buildings		· ·
41.20/2 Construction of domestic buildings	41.20/2	Construction of domestic buildings

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SIC	Name
42.11	Construction of roads and motorways
42.12	Construction of railways and underground railways
42.13	Construction of bridges and tunnels
42.21	Construction of utility projects for fluids
42.22	Construction of utility projects for electricity and telecommunications
42.91	Construction of water projects
42.99	Construction of other civil engineering projects n.e.c.
43.11	Demolition
43.12	Site preparation
43.13	Test drilling and boring
43.21	Electrical installation
43.22	Plumbing, heat and air-conditioning installation
43.29	Other construction installation
43.31	Plastering
43.32	Joinery installation
43.33	Floor and wall covering
43.34/1	Painting
43.34/2	Glazing
43.39	Other building completion and finishing
43.91	Roofing activities
43.99/1	Scaffold erection
43.99/9	Specialised construction activities (other than scaffold erection) n.e.c.
46.13	Agents involved in the sale of timber and building materials
46.63	Wholesale of mining, construction and civil engineering machinery
46.73	Wholesale of wood, construction materials and sanitary equipment
71.11/1	Architectural activities
71.11/2	Urban planning and landscape architectural activities
71.12/1	Engineering design activities for industrial process and production
71.12/2	Engineering related scientific and technical consulting activities
71.12/9	Other engineering activities (not including engineering design for industrial
	process and production or engineering related scientific and technical consulting activities)
74.90/2	Quantity surveying activities



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