

Environmental Information Consultation Document (EICD)

Chapter 5: Socio-economics
and employment

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5. Socio-economics and employment

- 5.1.1 As indicated within **Chapter 1: Setting the scene for consultation**, ‘socio-economics and employment’ is an aspect for which environmental information is presented for 2026 Public Consultation.
- 5.1.2 This chapter is supported by **Figure 5.1**, **Figure 5.2** and a glossary of terms.

5.1 What is meant by socio-economics and employment

- 5.1.1 Socio-economics and employment describes the effects on either the economy and/or the labour market.
- 5.1.2 The economy includes business activity, employment, productivity and economic activity measures by Gross Value Added (GVA). It is where economic activity takes place.
- 5.1.3 The labour market includes people who are economically active and could benefit from an improvement to the economy. It includes both those who are in employment and those who are unemployed – including young people who are Not in Education, Employment or Training (NEET) – and who are actively looking for work.
- 5.1.4 This chapter should be read in conjunction with **Chapter 6: Community** which sets out the changes to land and environment that affect people and homes, community facilities (including sport and leisure facilities) and public services.
- 5.1.5 **Chapter 4: People, place and Community Areas** describes in more detail the study areas and the baseline information that is referred to in this chapter.
- 5.1.6 **Chapter 11: Health** considers effects on health including those caused by changes to socio-economic factors, such as access to employment or training.
- 5.1.7 **Chapter 16: Land quality** considers effects on agricultural land and minerals and the effect on economic activity associated with these uses is considered in this chapter.
- 5.1.8 **Chapter 8: Noise and vibration** considers environmental effects on noise-sensitive non-residential receptors, such as businesses, which may affect their viability.
- 5.1.9 The Economic Development Framework (EDF) and the property information policies are also referred to as relevant (and set out in more detail in **Section 5.3**).

5.2 Why the Project will impact socio-economics and employment

- 5.2.1 Socio-economics and employment effects are determined by the likely changes to commercial land and property, businesses, employment, skills, training and the labour market, and the wider economy.

- 5.2.2 The Project will lead to an increase in the economic activity supported by the expanded airport. As described within **Chapter 2: Description of the Project**, there will be an increase in passengers and Air Traffic Movements. This will mean more employment and training opportunities, higher spending with businesses in the supply chain, and higher consumer spending. The construction phase of the Project will also result in an increase in economic activity, employment and training.
- 5.2.3 Local businesses, the economy and the labour market will benefit from the scale of additional economic activity as a result of the Project. The Project will also drive an increase in opportunities for education and training that will have an additional positive impact on socio-economic inequality.
- 5.2.4 While the overall economic change of the Project will be substantially beneficial, there is also the potential for some existing nearby businesses to be displaced or disrupted. This could arise in cases where we require land and/or premises currently occupied by businesses, or due to changes to the local environment or transport network. The property policies set out our approach to mitigating the effects on businesses that will be adversely impacted by the Project

5.3 The Economic Development Framework (EDF)

- 5.3.1 The Economic Development Framework (EDF) is also subject to 2026 Public Consultation and sets out a framework for how we intend to maximise the economic benefits of the Project.
- 5.3.2 It sets out the key activities that we are considering with regards to:
 - Enhancing the skills, employment, training (including apprenticeships) and education for both new and existing members of the labour market. This will be during the demolition and construction phase, or operational activities. The purpose of the EDF is set out how we intent to maximise the benefits of the Project to the local area and ensure there is a sufficient labour market both to deliver the Project and operate the expanded airport.
 - Maximising the benefits to local businesses and supply chains, including supporting Small and Medium Sized Enterprises, driving innovative and inward investment and tourism. Again, this will apply where relevant to both the demolition and construction process, and operational activities.
- 5.3.3 The EDF, alongside the property policies, also sets out our overarching approach to mitigating the effects on businesses that could be adversely impacted by the Project.
- 5.3.4 The EDF has been informed by engagement with a range of stakeholders, including through the Heathrow Local Growth Taskforce. This brings us together with local authorities' education and training providers, business representative organisations and supply chain partners. We have also worked with Skills England, Department for Education (DfE) and Department for Work and Pensions (DWP).

- 5.3.5 We will continue to work with partners and take account of views, including those raised through the 2026 Public Consultation, to develop the EDF ahead of the application for the Development Consent Order (DCO).
- 5.3.6 We have reviewed the draft Heathrow Expansion Policy Statement (HENPS) and considered its requirements, while recognising that the Airports National Policy Statement (ANPS) remains the current policy until the final HENPS has been published.
- 5.3.7 Prior to the release of the draft HENPS, the intention was that the EDF would be developed into an Economic Development Strategy. However, the draft HENPS includes, amongst other things, a need for both a Youth Employment and Skills Plan and an Economic Growth Strategy. There is overlap in the scope between these documents and the scope of the EDS.
- 5.3.8 Following publication of the final HENPS, we will further consider the scope of the Youth Employment and Skills Plan and the Economic Growth Strategy, as well as the Economic Development Strategy. Feedback received on the EDF will be considered within the relevant sections of relevant documents once the scope and purpose of each document is agreed.
- 5.3.9 In any case there will be an Economic Development Strategy or other relevant and equivalent document (such as an Economic Growth Strategy) to accompany the DCO application.

5.4 Legislation, policy and guidance

- 5.4.1 In the UK, there is a variety of legislation, policy and guidance related to socio-economics and employment.
- 5.4.2 The Equality Act (2010) [1] imposes public sector duties in respect of equality issues relating to groups with protected characteristics. It also includes provisions in relation to the consideration of socio-economic equalities¹. We are addressing the assessment of equality regarding groups with protected characteristics as part of an ongoing Equality Impact Assessment (EqIA) process and will report this as part of the Development Consent Order (DCO) Application. This chapter of the Environmental Information Consultation Document (EICD) considers the effect of the Project on socio-economic inequality.
- 5.4.3 The Planning Act (2008) (as amended) [2] sets out the scope, application process and decision-making process for Nationally Significant Infrastructure Projects (NSIPs). It also includes requirements on the compulsory acquisition of land and property. The Project will require the compulsory acquisition of land and property, and therefore this legislation is relevant to the assessment of effects on displaced commercial interests and land.
- 5.4.4 The Airports National Policy Statement (ANPS) (2018) [3] remains the critical national policy that sets the framework for airport expansion in the context of the need for additional airport capacity and the need for economic growth. It sets out

¹ The Equality Act 2010 includes Section 11 'Public Sector Equality Duty', which is in full legal effect. Section 1 'Public sector duty regarding socio-economic inequalities' is not yet in force in England but government has advised it may be enacted 'in due course'

assessment principles including the effects on equality and land use, as well as the need for expansion projects to maximise the employment and skills opportunities, including the provision of apprenticeships.

- 5.4.5 The Government recently concluded its consultation on proposed amendments to the ANPS, to be known once amended as the Heathrow Expansion National Policy Statement (HENPS). The Government is now considering consultation feedback, and will also consider the outcome of parliamentary scrutiny once concluded. Subject to parliamentary approval of the Government's final form of the proposed amendments, the amended form of what will then be the HENPS is expected to be published by the end of 2026.
- 5.4.6 In preparing our consultation materials, we have reviewed the proposed amendments to the ANPS and continue to consider the potential implications for our preferred scheme and accompanying assessments. Where relevant to the assessments, the requirements of the ANPS are referenced in this EICD together with any potential changes arising from the proposed amendments, recognising that current policy in the ANPS remains the starting point for the consideration of Heathrow expansion until the amendments have been finalised and published as the HENPS. Following publication, we will engage with relevant stakeholders on the policy amendments as part of our ongoing programme of pre-application engagement. We will also consider whether targeted consultation is necessary.
- 5.4.7 As previously mentioned, the draft HENPS (2026) includes, amongst other things, a requirement for a Youth Employment and Skills Plan as well as an Economic Growth Strategy. It proposes a revised commitment to providing 5,000 youth apprenticeships, traineeships, and other entry-level pathways, which would – if approved in their current form – replace the current ANPS target of 10,000 apprenticeships.
- 5.4.8 Section 2 sets out the need for additional aviation capacity and the importance of aviation to the UK economy.
- 5.4.9 Section 5 sets out the requirements for the DCO application, including demonstrating how the Project will generate economic growth across the country. This is one of the Government's four tests that the DCO application will need to be able to meet alongside climate change, noise and air quality. It also sets out the requirements that the DCO application needs to meet in terms of skills planning.
- 5.4.10 The National Networks National Policy Statement (2024) [4] sets out the importance of local and interregional connectivity to enhance access to jobs, education and skills, supporting stronger labour markets. Connectivity increases economic density and productivity, enables growth and new communities, supports travel and tourism, connects key infrastructure like ports and airports, and facilitates the efficient movement of goods and freight.
- 5.4.11 Other national policy documents, statements and frameworks are also influential in setting the scope for socio-economic and employment effects, the need for infrastructure investment to drive economic growth, and the approach to enhancements and mitigation. These include:

- The National Planning Policy Framework (2026 (as amended) [5] includes the economic objective ‘to help build a strong, responsive and competitive economy’ as part of its overall approach to achieving sustainable development.
- The UK’s Modern Industrial Strategy (MIS) (June 2025) [6]. The UK MIS is a 10-year national plan with the aim of boosting investment, productivity, and economic growth.
- UK Infrastructure: A 10 Year Strategy (June 2025) [7]. This 10-year strategy sets out infrastructure plans to support the MIS and aims to “drive growth and raise living standards in every part of the UK”, including addressing aviation constraints and backing a third runway at Heathrow.
- Plan for Change: Milestones for Mission-Led Government (December 2024) [8]. This mission statement sets out the milestones the government aims to achieve by the end of this Parliament, including to “Kickstart Economic Growth” through ensuring the planning system is “pro-growth and pro-infrastructure”.
- “Get Britain Working” White Paper (November 2024) [9]. This paper underlines the government’s commitment to major employment support reforms by establishing Skills England and the Youth Guarantee, offering training and apprenticeships to young people.
- Flightpath to the Future (2022) [10]. This framework supports post-pandemic aviation growth, with plans to expand airport capacity sustainably and use aviation infrastructure to boost both national and local benefits.

5.4.12 Local and regional policies are also relevant to the assessment of the effects on socio-economic and employment receptors, including policies relating to economic development, employment, skills and training, business and commercial interests (including agriculture and minerals) and wider economic effects.

5.4.13 This includes the current London Plan (2021) [11] and ongoing consultation on the next draft London Plan (2026) [12] as well as relevant local plans and policies.

5.5 Assessment summary

5.5.1 This section summarises how the baseline has been identified, what data has been used within the assessment, the approach to the assessment, and how conclusions have been drawn.

Baseline

5.5.2 A socio-economic baseline is presented in **Chapter 4: People, place and Community Areas**, which shows an up-to-date overview of the current baseline. The baseline is split by the following receptor groups, the term used to describe groups that will likely be impacted by the Project:

- Local businesses, commercial interests and property likely to be acquired or experience changes to their environment or surface access

- The economy
- People and the labour market
- Providers of skills, employment and training services

Assessment approach

- 5.5.3 There is no UK legislation or government guidance that specifies the detailed content required for socio-economic assessments, nor provides appropriate standards and thresholds for the assessment of the significance of effects. As such, the following is a summary of the approach undertaken within this chapter, which aligns with that of our Environmental Statement (ES).
- 5.5.4 Socio-economic effects are partly determined by the nature of the development and changes proposed, the nature of the locality (the sensitivity of receptor groups), and policy decisions taken by stakeholders. For example, these decisions could relate to skills and training policy provision, or business support.
- 5.5.5 As explained within **Chapter 3: The approach to assessment in the Environmental Information Consultation Document (EICD)**, effects are broadly derived from the interaction between the size of a change (the magnitude) and the sensitivity of the receptor to that change.
- 5.5.6 The main sensitive receptor groups, as indicated previously for the socio-economic and employment assessment, are local businesses and commercial interests, people and the labour market, and the local, regional and wider economy. The baseline economic environment is a dynamic and adaptive one with constant background change and turnover, for example people moving into and out of an area and changing jobs.
- 5.5.7 This assessment focuses on the sensitivity of these receptors, and any net changes to the relevant baseline positions, to determine whether effects are likely to be significant. As there are no common appropriate standards or thresholds, professional judgement is used.
- 5.5.8 For the purposes of **Section 5.6: Assessment results** reported in this chapter, this approach to assessing and reporting significance is considered to be consistent with the approach in our Environmental Impact Assessment (EIA), described as being in 'EIA terms'.
- 5.5.9 The significance of effects has been determined by considering the sensitivity of the receptor and the magnitude of the change, in the context of environmental measures which are considered embedded within the Project (refer to **Chapter 3**). For this chapter, the most relevant measures are the Economic Development Framework (EDF), the property policies (as they relate to commercial property) and the construction transport strategy as set out in the Transport Information Consultation Document (TICD).

- 5.5.10 Different effects are likely to arise as a result of the characteristics of the demolition and construction activities and changes in the level of operation at the expanded Airport (which will overlap with the demolition and construction activities).
- 5.5.11 Effects that will occur during the demolition and construction phase include those that relate to displacement/loss or other changes to land and property as a result of the land take, effects on the sustainability or viability of businesses, or disruption to residents' ability to access economic activity. These effects are relatively localised and therefore are reported at a local level.
- 5.5.12 Other effects that will occur during the demolition and construction phase relate to the demolition and construction workforce and supply chain. These include job creation, supply chain opportunities and opportunities for skills and training. These will impact both the labour market (people who live in the area who are employed or looking for work) and the economy (jobs and economic activity supported). The assessment considers the effect on both the labour market and the economy at both the local and national area.
- 5.5.13 Operational effects refer to the impact of the Project on employment and business generation. This will include direct effects such as the creation of jobs with the expanded airport boundary; indirect effects such as the creation of jobs within the supply chain; induced effects such as the jobs supported due to additional spending, and catalytic effects such as the jobs supported due to increased trade, investment or tourism driven by the Project. It also includes the effects on skills and training. Again, the assessment considers the effect on both the labour market and the economy at both the local and national area.
- 5.5.14 The Project is a Nationally Significant Infrastructure Project (NSIP). As set out in Paragraph 2.1 of the ANPS (2018): 'International connectivity, underpinned by strong airports and airlines, is important to the success of the UK economy. It is essential to allow domestic and foreign companies to access existing and new markets, and to help deliver trade and investment, linking us to valuable international markets and ensuring that the UK is open for business. It facilitates trade in goods and services, enables the movement of workers and tourists, and drives business innovation and investment, being particularly important for many of the fastest growing sectors of the economy.' The draft HENPS (2026) makes the same point at Paragraph 2.1.
- 5.5.15 While some individual effects may not be significant in the EIA terms described by this EICD (refer to **Chapter 3: The approach to assessment in the EICD**), the importance of the Project should not be understated.

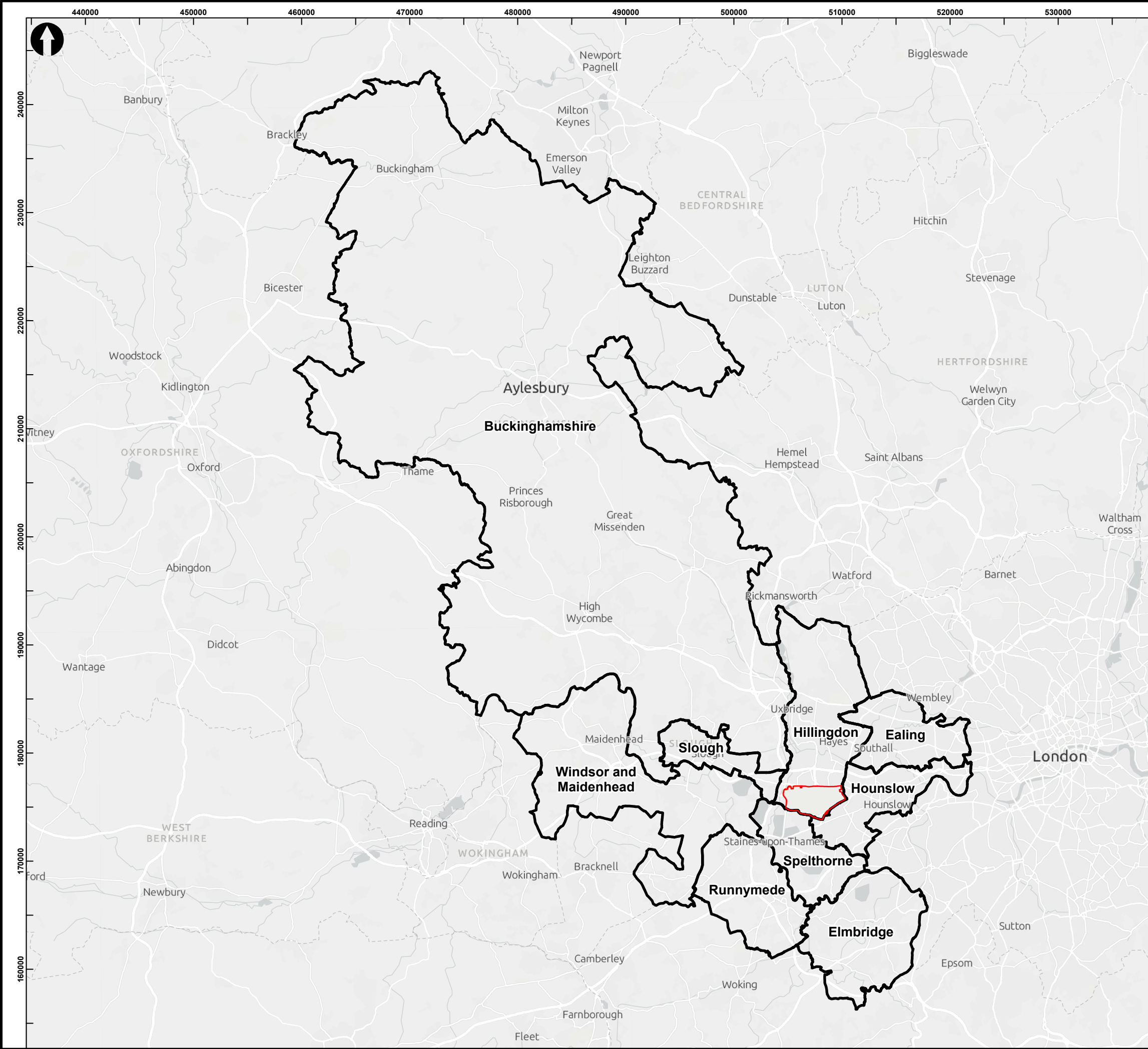
Study areas

- 5.5.16 The ANPS (2018) states that 'social and economic benefits and adverse effects should be considered at national, regional and local levels' (paragraph 4.5). This position is maintained in the draft HENPS (2026).
- 5.5.17 Our approach to defining the study areas has been influenced by the geographic extent of the area across which potentially significant effects on socio-economic and employment receptors might reasonably be predicted to arise as a result of the

Project. This takes into account the location and characteristics of receptors (namely, people and the labour market, businesses and commercial interests, providers of skills, employment and training services and the local, regional and national economy).

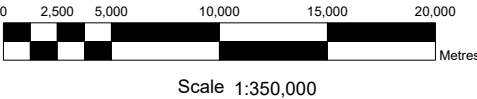
- 5.5.18 For the purposes of this chapter, the following study areas have been used:
- 5.5.19 The Inner Study Area for the socio-economic and employment assessment has been developed based on where the most local effects are likely to occur and is shown in **Chapter 4: People, place and Community Areas**. It is made up of 23 distinct Community Areas and is consistent with the Inner Study Area used for the community assessment (refer to **Chapter 6: Community**).
- 5.5.20 The Core Study Area (CSA), shown in **Figure 5.1**, comprises the following nine local authority areas:
- London Borough of Hillingdon
 - London Borough of Hounslow
 - London Borough of Ealing
 - Slough Borough Council
 - The Royal Borough of Windsor and Maidenhead
 - Buckinghamshire Council
 - Runnymede Borough Council
 - Spelthorne Borough Council
 - Elmbridge Borough Council

Figure 5.1: Core Study Area (CSA)



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-  Heathrow Airport
-  Core Study Area



Heathrow

© Heathrow Airport Limited				Scale 1:350,000
Project Name Heathrow Expansion Project				Heathrow Project No. 3R000
Title Figure 5.1 Core Study Area: LPA boundaries				
Company WSP	Drawn By LT	Chk/Approved AB	Drawn Date 29/07/2026	Status FINAL
Location-Level-Sub Series/System-Identifier 3R000-XX-GA-XXX-100245				Version 1.0

- 5.5.21 The CSA is informed by the functional economic area. It is designed to capture the effects on Heathrow's current and future commuting area, and the labour market in general, as a result of the direct economic effects of the Project, such as employment generation, as well as related indirect, induced and some catalytic employment effects, as well as the subsequent effects on business, skills and education.
- 5.5.22 Some effects are also assessed at a national level. This is either because it is difficult to break down the effect to smaller geographical levels (for example, catalytic effects), or because the effect is also assessed over the CSA as a whole, as well as at a national level.

5.6 Assessment results

- 5.6.1 The assessment of the effects of the Project on socio-economics and employment is described by groups of effects for the relevant phase.
- 5.6.2 The groups of effects are:
- Potential effects on businesses that are displaced or experience changes in the environment or transport network, and potential effect on residents' ability to access work.
 - Effects during the demolition and construction activities related to employment and skills.
 - Effects on the level of employment, economic activity and skills due to the creation of more jobs and economic activity at an expanded airport.
 - Effects on employment and the economy through catalytic effects.
- 5.6.3 For the purposes of this assessment, the modelling is based upon an assumed opening year of 2035 for the Northwest Runway. This is based on the assumption that 2035 is the earliest possible date for runway opening, but it is now understood that the runway opening date is more likely to be later than 2035. The Environmental Statement will present an assessment based on our updated delivery programme. Were the opening of the Northwest Runway to occur later, the employment effects would likely be slightly lower (due to increasing productivity occurring over time) and later. Any changes would be small in the overall context of the additional employment and is unlikely to change any conclusions regarding the significance of the effect.
- 5.6.4 The potential effects on businesses that are displaced or disrupted, the potential effect on residents' ability to access work, and the effect of demolition/construction on employment and skills are all assessed during the early years of the Project. This is when the peak of construction effects will occur, bringing with it employment opportunities and upskilling, as well as the effects of displacement or disruption to businesses.
- 5.6.5 The effects of the increase in economic activity, such as employment, skills, trade and tourism, are modelled for the year 2055 to assess the full effect of an expanded airport. The build-up of direct jobs at the airport is shown over time to demonstrate the change in economic effects as the airport expands.

Potential for adverse effects as a result of businesses that are displaced or experience changes in the environment or surface access and on potential residents' ability to access work

- 5.6.6 The following effects may occur as a result of the demolition and construction of the Project:
- Likely effects as a result of the purchase/displacement of businesses or land by the Project.
 - Likely effects associated with businesses being impacted by changes to their environment or transport network.
 - Likely effects associated with a change in residents' ability to access employment due to changes in the environment.
- 5.6.7 The businesses, commercial interests and property that are likely to be displaced by the Project will predominantly be located within the Inner Study Area, but the receptor is assessed within the context of the Core Study Area (CSA) and national area. This is appropriate when considering economic activity and labour markets, and where businesses are likely to relocate.
- 5.6.8 The displacement of businesses and commercial activity is anticipated to occur across the demolition and construction period. For the purposes of this assessment, it is assumed to occur in the early years of the construction programme.
- 5.6.9 This section is based on the level of information we have now. We are conducting a land referencing exercise to give us more information on the nature of the commercial businesses that are likely to be displaced by the Project, including those in the agriculture and minerals industries as well as non-airport related commercial uses. This information will be available for the Development Consent Order (DCO) application and will help to inform the Environmental Statement (ES). The ES assessment will also include more detail on the timing of displacements.
- 5.6.10 As set out in Chapter 2, there are a number of principal commercial uses that will be displaced as a result of the Project, some of these will be replaced and some will not. These include the following:
- Harmondsworth and Colnbrook Immigration Removal Centres (IRCs) to be relocated with similar capacity. The location is currently identified to the southeast of the airport and subject to further discussion with relevant stakeholders.
 - The Lakeside Waste Management Facilities currently located in Lakeside Industrial Estate, Colnbrook, will be demolished.
 - The British Airways' Waterside Office complex, located north of the A4 Colnbrook Bypass, will be demolished and a replacement facility of an appropriate size allowed for and currently identified near Hatton Cross.
 - The southern portion of Holcim's operation of rail and road-served aggregates located to the southwest of the M25 and M4 junction will be demolished.

- A BT Data Centre and depot north of the A4 will need to be removed.
- 5.6.11 In addition, there will be office, hotel and warehousing floorspace that will be displaced by the Project. However, for both hotel and freight forwarding, there will be a net increase in floorspace. This is because the Project includes more hotels and freight forwarding space than it demolishes:
- There will be approximately 6,000 hotel rooms provided as part of the DCO including the replacement of approximately 1,200 rooms.
 - There will be more than 200,000 sqm of off-airport freight forwarding facility floorspace which will re-provide displaced capacity and an increase to respond to forecast increases in cargo.
- 5.6.12 For office, there will be approximately 8,000 sqm of airport related office floorspace displaced (in addition to the office space at BA Waterside). This space could be replaced as part of the DCO Project or it may be that it can be absorbed into the existing office stock or new offices that come forward outside of the DCO.
- 5.6.13 Floorspace being displaced could affect both a) the business that occupies a commercial property or uses land for commercial activity and b) the economic activity and employment that is facilitated by that commercial property or land.
- 5.6.14 In cases where a business is displaced from the CSA, the associated economic activity may not be – for example, if economic activity is transferred to another business within the CSA. Similarly, if a displaced business moves elsewhere within the CSA, economic activity is not displaced from the area.
- 5.6.15 The magnitude of the effect will depend on the ability of a business to relocate and whether they relocate in the same area, as well as the extent to which the economic activity supported by the business is linked to that business specifically and therefore cannot easily be replaced. This is likely to be driven by the industry and use of the floorspace or land which the business occupies.
- 5.6.16 Since the Project more than replaces the displaced hotel and freight forwarding space, there will not be an overall impact on the economic activity associated with these uses.
- 5.6.17 Similarly, the overall impact on economic activity supported by the displaced office uses is expected to be limited since the office space will either be replaced as part of the Project or will be absorbed by the local office market.
- 5.6.18 There may be effects that are specific to an individual business – for example the operators of the replacement hotels may not be the same as those operators of the hotels that will be displaced. This will be driven by commercial decisions of individual businesses.
- 5.6.19 There will also be effects on non-airport related commercial space (such as a retail units) – this will be informed by land referencing ahead of the ES. The extent of the impact will again depend on the nature of the uses and the decision of the business. For example, if a retail unit is displaced and the business does not relocate, the business itself will be the recipient of a negative effect, but the economic activity that

it supports may not be displaced if retail expenditure is transferred to other shops within the core study area. If the retail unit relocates outside of the core study area, the effect on the business itself will not be as large, but the effect on the economic activity of the core study area will be the same.

- 5.6.20 The Project will also cause the displacement of agricultural land and minerals. Chapter 16: Land quality sets out that the Project will result in a permanent loss of approximately 960 hectares of Best and Most Versatile (BMV) agricultural land, comprising approximately 660 hectares of Grade 1, 105 hectares of Grade 2, 50 hectares of known Grade 3a land and 145 hectares of land in provisional Grade 3 which is assumed to be BMV land. A permanent loss of approximately 110 hectares of agricultural land that is not considered to be BMV (80 hectares of known Grade 3b and 30 hectares of Grade 4) will also occur due to the Project.
- 5.6.21 In a worst-case scenario, sand and gravel minerals will either be made inaccessible at several locations, or extracted and used to construct the Project.
- 5.6.22 At this time, we do not know the level of economic activity that is supported by these minerals sites and agricultural land. This will be informed by land referencing for the ES.
- 5.6.23 We will seek to minimise the effects on businesses through our property and land acquisition and compensation policies. These are summarised in the Property Information Paper. We have prepared these interim policies to help people whose properties are potentially within the area most affected by the Project to understand our offers of compensation and support. These interim policies explain our general approach to acquiring properties and land, and set out the enhanced compensation offers for eligible properties. These discretionary offers are intended to enhance the terms available under the Compensation Code for eligible properties, but don't change statutory rights or, where statutory requirements are met, the ability to serve a blight notice.
- 5.6.24 The Interim Policy for Commercial Property sets out the approach for larger commercial interests, as well as our offer for those with small business interests.
- 5.6.25 We recognise that it is important that affected businesses can plan their relocations with sufficient notice to enable the smooth transition of operations from one location to another. Occupiers of commercial properties will be provided with as long a period of notice as reasonably practicable, having regard to the programme for construction of the Project, but always at least the statutory minimum notice period.
- 5.6.26 Heathrow will provide an agency service to monitor the property market and identify current and anticipated availability, assisting any businesses affected by the compulsory acquisition.
- 5.6.27 We will also retain a property agent active in the local market to work with landlords and occupiers to proactively introduce opportunities, either immediately available or due to become available.

- 5.6.28 It is our intention to protect the most vulnerable and we have established an interim Property Hardship Scheme (the PHS) to enable small business owners with a compelling need to move to apply to us to purchase their property early.
- 5.6.29 The Interim Policy for Agricultural Land and Property sets out the approach for owners of agricultural land and associated farmhouses.
- 5.6.30 For further information, refer to the Property Policies: Information Paper and the Property and Land Acquisition and Compensation Policies.
- 5.6.31 Given the level of re-provision of floorspace, the market conditions and our property policies, we anticipate the potential displacement of businesses or commercial activity will not result in a likely significant effect for the economy of the CSA or for the national economy.
- 5.6.32 The potential effect on the sustainability or viability of businesses may result from a change in catchment population, changes in the labour market, or changes in the environment (including noise). The catchment area may change in actual size, as a result of changes to the population resulting from displaced residents, or effective catchment as a result of the change in journey times (meaning it takes longer for people to travel to the business and so fewer people make the trip).
- 5.6.33 The potential effect on the sustainability or viability of businesses will occur across the demolition and construction period, but the most severe effects are anticipated to occur in the early years of construction.
- 5.6.34 The most substantial changes in the population catchment are anticipated to be in catchments which include Longford, where all residents will be displaced, and Harmondsworth, where approximately 80% will be displaced. This will have an effect on businesses that remain in these villages, due to a loss of both population catchment and labour market, and businesses where the labour catchment is reliant on populations in these villages. This is likely to be most significant for businesses in Harmondsworth who rely to a large extent on residents from Longford. Other villages within the Inner Study Area draw their workforce from a wider catchment area, meaning businesses are less likely to be affected.
- 5.6.35 Changes to the transport network could also affect the effective labour market and population catchment area. The Construction Transport Strategy sets out how we and our main contractors will implement effective traffic and transport management measures during the construction phases of the Project.
- 5.6.36 We have established a policy so that eligible small businesses can apply for compensation to cover financial loss or damages which is demonstrated to have been suffered as a direct consequence of the construction of the Project. This is set out in more detail in the Interim Policy for Commercial Property.
- 5.6.37 Residents may also experience disruption in their access to economic activity. This may occur due to changes to access to employment locations, caused by longer journey times or severance, meaning it is no longer feasible for a resident to work there. Again, this effect will be avoided, offset and mitigated where possible through traffic and transport management measures.

5.6.38 It is not possible at this time to determine the significance of the effect caused by changes to the sustainability or viability of businesses, or to residents' ability to access employment. We will undertake further assessment in preparation for the ES.

Effects of demolition and construction activities related to employment and skills

- 5.6.39 The Project will be one of the largest infrastructure projects in the country. Not only does this create opportunities onsite and through the supply chain, it is also an opportunity to work with our partners to upskill our supply chain and workforce, ready for future infrastructure projects.
- 5.6.40 The Project will result in a substantial increase in the number of demolition and construction related jobs within the CSA. This is the effect on the **economy**. It will also increase the number of people who live in the CSA who are in work or training in construction. This is the effect on the **labour market**.
- 5.6.41 At peak, the Project is anticipated to involve 21,500 workers in the core scenario. This includes 17,500 onsite workers. **Table 5.1** shows the types and quantum of demolition and construction jobs that are anticipated to be required at peak and over the course of the construction period. This shows that the most required jobs will be electrical installations trades, labourers, and carpenters and joiners. These numbers are indicative and will be updated ahead of the DCO application.

Table 5.1: Construction employment by type (onsite)

	Peak (core scenario)	Peak (core scenario)	Construction period
Construction			
Electrical installation trades	1,400	8%	8%
Labourers	1,300	7%	6%
Carpenters and joiners	1,260	7%	7%
Other construction and building trades	1,160	7%	6%
Plant operatives	1,010	6%	5%
Plumbing and Heating, Ventilation and Air Conditioning (HVAC) trades	940	5%	6%
Construction trades supervisors	850	5%	4%
Plant mechanics/fitters	830	5%	4%
Road and rail construction operatives	820	5%	4%
Logistics	640	4%	3%
Non-construction trades and operatives	450	3%	2%

	Peak (core scenario)	Peak (core scenario)	Construction period
Groundworkers	430	2%	2%
Steel erectors and metal workers	420	2%	2%
Bricklayers and masons	410	2%	2%
Noise - non standard	380	2%	2%
Scaffolders	320	2%	2%
Roofers	190	1%	1%
Plasterers	170	1%	1%
Floorers and wall tilers	160	1%	1%
Baggage	120	1%	4%
Painters and decorators	120	1%	1%
Glaziers and window trades	80	0%	0%
Leadership and Logistics	40	0%	1%
Archaeology	30	0%	0%
Specialist Systems	<10	0%	3%
Design			
Other professionals and technical staff working in construction	70	0%	1%
Civil engineers	20	0%	0%
Non-construction professionals and technical office-based staff	20	0%	0%
Directors, executives and senior managers	20	0%	0%
Other non-construction office-based staff	20	0%	0%
Architects	10	0%	0%
Surveyors	<10	0%	0%
Management			
Directors, executives and senior managers	990	6%	5%
Other non-construction office-based staff	660	4%	4%
Non-construction professionals and technical office-based staff	580	3%	3%
Construction project managers	510	3%	3%
Surveyors	410	2%	2%

	Peak (core scenario)	Peak (core scenario)	Construction period
Other professionals and technical staff working in construction	340	2%	2%
Noise- non standard	200	1%	1%
Civil engineers	130	1%	1%
Architects	40	0%	0%
Baggage	<10	0%	0%
TOTAL	17,500	100%	100%

- 5.6.42 This is equivalent to a 32% increase in the number of construction jobs in the CSA at the peak of construction, compared to the current construction employment. This is set out in **Table 5.2**. This will be assessed in detail within the Environmental Impact Assessment (EIA) but is anticipated to amount to a likely significant beneficial effect.
- 5.6.43 There are 1.5m jobs in national construction economy and given there will likely be some displacement, the effect is anticipated to be not significant at a national level.
- 5.6.44 It should be noted that while this is not significant in EIA terms, the Project will be a multibillion-pound construction project and one of the largest infrastructure projects in the country.

Table 5.2: Effect on the construction economy

Indicator	CSA	England and Wales
Construction Employment (Business Register and Employment Survey (BRES), 2024)	55,500	1,495,000
Construction Businesses (Office for National Statistics (ONS), 2025)	16,100	384,800
Peak construction (onsite) workforce	17,500	17,500
% increase in the construction employment	32%	1.2%

- 5.6.45 Construction workers will include both 'home-based workers' who will travel to work from their existing home and 'non-home-based workers' who are expected to move to the area to work on the Project.
- 5.6.46 Non-home-based workers are a standard component of any large construction project, with the proportion of the total workforce influenced by the demand for specialist skills that may not be sufficiently available in the local area. For this assessment, it has been assumed that 20% of workers will be non-home-based. Therefore, it is estimated that 80% of workers (over 14,000 at peak) will travel from their homes.

- 5.6.47 **Chapter 4: People, places and Community Areas** summarises the labour market baseline. This includes economic activity, including unemployment and those who are Not in Education, Employment or Training (NEET), and the qualification levels within the CSA.
- 5.6.48 The Census 2021 shows that, across the CSA, 41% of residents aged 16+ hold further or higher education qualifications. In the areas closest to the Project, Ealing (44%) and Hounslow (42%) are above the CSA average, while Hillingdon (37%) and Slough (35%) are below it. Slough, Ealing, Hillingdon and Hounslow have the highest share of residents with no qualifications (18% to 20%).
- 5.6.49 Some of the most in-demand construction workers are likely to be construction managers, electrical installation trades, labourer, carpenters, joiners and plant operatives (refer to **Table 5.1**).
- 5.6.50 The Construction Industry Training Board Workforce Skills and Mobility in the Construction Sector (2022) report [13] found that 47% of construction workers in the UK had no formal qualifications when they first started working in the construction industry, but the majority (93%) of all construction workers hold some form of construction skill card or certificate. Construction can provide clear routes for upskilling.
- 5.6.51 There will be substantial opportunities for both employment and training, at a variety of skill levels, during the demolition and construction of the Project. Construction activities will generate in-work training and apprenticeship opportunities for those already employed in the construction sector who take work on the Project and new entrants to the labour market. This will include workers who move into construction from study or training, those who have switched careers to work in construction and those who were previously unemployed or workless (including NEETs).
- 5.6.52 The Economic Development Strategy or other relevant and equivalent document (such as the Economic Growth Strategy and / or the Youth Employment and Skills Plan) will set out an overarching strategy which seeks to enhance employment and training opportunities for both new and existing members of the labour market, including in demolition and construction activities. The Economic Development Framework (EDF), which is part of this 2026 Public Consultation, sets out the direction of travel for that strategy, and has been informed by engagement with stakeholders, including the Heathrow Local Growth Taskforce.
- 5.6.53 This is important in the context of reducing barriers to employment and in-work poverty as a source of social inequality, as identified in **Chapter 4: People, places and Community Areas**.
- 5.6.54 The EDF also sets out how we will work with our partners to plan for skills requirements and minimise skills gaps, as well as maximising supply chain benefits and innovation in the construction activities.
- 5.6.55 While not all the effects associated with skills and training will be felt by those residing in the CSA, a significant proportion will be. In the context of the size of the home-based workforce (over 14,000 at peak) relative to the size of the construction

labour market² (workforce of 88,000), the effect on the labour market, skills and training is considered to be a likely significant beneficial effect at the CSA level at the peak of employment.

- 5.6.56 At a national level, the construction labour market is much larger (workforce of approximately 2.4 million) and so are the opportunities for skills and training. Therefore, it is anticipated that the effect on the labour market, skills and training is likely to be not significant at a national level even at the peak of construction. Nonetheless, while not significant in EIA terms, this a major infrastructure project which is a once-in-a-generation opportunity to upskill the labour market and support growth and innovation in the supply chain.

Effects as a result of economic activity at an expanded airport related to employment, economic activity and skills

- 5.6.57 The Project will result in substantial increases in the jobs and economic activity that the expanded airport supports. This will have an effect on both the economy and the labour market.
- 5.6.58 This includes direct effects as a result of jobs and businesses supported onsite related to the operation of the expanded airport, indirect effects as a result of growth in the expanded airport's supply chain and induced effects as a result of increased spending of wages on goods and services. The catalytic effects (the effects of increased trade and tourism) are set out in the next section.
- 5.6.59 There are currently 76,700 jobs at Heathrow. Without the Project, that number is forecast to decrease to around 58,800 jobs by the mid to late 2050s. This is because fewer people will be needed to work at the airport as technology advances and workers become more productive.
- 5.6.60 With the Project, it is anticipated that there will be 83,600 jobs at the expanded airport by 2055. This means the Project will result in 24,800 additional jobs at the expanded airport itself. The build-up of employment is set out in **Figure 5.2**. The years are representative of anticipated delivery of capacity release as described in **Chapter 2: Description of the Project**.
- 5.6.61 Of those 24,800 additional jobs, over 17,000 are anticipated to be taken by those who live in the CSA. This is the labour market effect.

² The number of jobs in the economy (in Table 5.3) is the number recorded by BRES. The number of people working in the industry is reported in the Census. The numbers differ due to different definitions and different ways of capturing the data.

Figure 5.2: Direct onsite employment



5.6.62 These jobs will provide opportunities for training and upskilling, including apprenticeships, for residents of the CSA and the UK more broadly, and may result in additional demand for education, skills and training provision.

5.6.63 **Table 5.3** sets out the type of roles that are anticipated to be needed for the Project. The largest job types will be working for airlines and airline handling agents.

Table 5.3: Direct operational jobs provision summary (2055)

Role	Jobs (No.) - rounded
Airlines/airline handling agents	49,700
Airport operator	10,200
Food and beverage and retail	6,800
Other	4,600
Ground transport and logistics	4,400
Building, infrastructure and maintenance contractors	3,600
Other public passenger services	1,800
Cargo/freight/courier services	2,200
Digital and technology contractors	120
Government or emergency services	120
Total - with the Project*	83,600

Role	Jobs (No.) - rounded
Total - without the Project	58,800
Additional jobs created	24,800

* Figures may not add due to rounding

- 5.6.64 The draft Heathrow Expansion National Policy Statement (HENPS) (2026) includes updated analysis of the impact of job creation in the local area. This is higher than is forecast in this 2026 Public Consultation (including in this document). We will work with the Department for Transport (DfT) to understand these forecasts and will update the analysis for the DCO application as required.
- 5.6.65 We are committed to enhancing skills benefits through active development of employment and training mechanisms.
- 5.6.66 As set out above, the EDF sets out the direction of travel and has been developed with key stakeholders, including but not limited to the Local Growth Taskforce. It sets out key activities that we are considering with regards to skills, training and education. This includes actions to reduce barriers to entry to work or training at the airport, and to target those who are unemployed or economically inactive. This is important in the context of reducing barriers to employment as a source of social inequality.
- 5.6.67 The framework will be developed into the Economic Development Strategy or other equivalent document (such as the Economic Growth Strategy and / or the Youth Employment and Skills Plan), which will be submitted as part of the DCO application. This will set out an overarching strategy which seeks to enhance the skills, employment, training and education for both new and existing members of the labour market.
- 5.6.68 The labour market of the CSA is approximately 1.1 million economically active residents. The Project also has an opportunity to bring people who are currently economically inactive into work. In that context, and combined with the target interventions around skills and training, we anticipate this to result in a likely significant beneficial effect at a CSA level.
- 5.6.69 In the context of the size of the labour market and the opportunities for skills and training at a national level, we anticipate the effect on the labour market, skills and training will be not significant in EIA terms at a national level. This is the context of the whole of the UK labour market – the Project will make a substantial contribution to skills and training as is set out in the EDF.
- 5.6.70 As well as direct employment, there will also be indirect and induced employment. This is set out in **Table 5.4**. There will be 57,000 additional gross jobs nationally as a result of the Project by 2055. The equivalent number for the CSA is 33,000 by 2055.

Table 5.4: Direct, indirect and induced employment – gross (2055)

		Employment (thousand)		
		Without Heathrow expansion	With Heathrow expansion	Change (additional to future baseline)
National	Direct (gross)	58.8	83.6	24.8
	Total direct, indirect and induced (gross)	132.4	189.5	57.0
Core Study Area	Direct	58.8	83.6	24.8
	Total direct, indirect and induced	76.3	109.4	33.0

- 5.6.71 There will be a level of displacement, which is the economic activity that may be displaced from within the study area. In this context, the level of displacement is the extent to which employment would have been supported elsewhere in the economy in the absence of the Project. The economy in this context is both the economy of the CSA and the national (UK) economy. The level of displacement effects as a result of the Project is subject to uncertainty. Therefore, this assessment uses a range to inform a lower and upper scenario.
- 5.6.72 At a national level, a range of 0% in the upper end to 48% in the lower end has been used. The 0% figure is used at the upper end on the basis that the justification behind expansion of Heathrow is that London's airports are effectively full and the new runway will unlock additional, and not displaced, demand.
- 5.6.73 The lower end is based on the proportion of passengers (Civil Aviation Authority Passenger Survey Report (2024)) [14] who are UK residents. This assumes conservatively that all UK resident passengers would have spent their money elsewhere in the UK economy in the absence of the Project, but that no international passengers would have travelled without the Project (they are additional). In reality, it is likely that some international visitors would have travelled in the absence of the Project and not all of the UK residents' spend would be displaced. Using 48% is likely to give a conservative estimate (by overestimating the level of displacement).
- 5.6.74 As set out in **Table 5.5**, this will result in between 29,600 and 57,000 net additional direct, indirect and induced jobs at a national level. In the context of the size of the national economy, this is anticipated to result in a not significant effect.
- 5.6.75 At the CSA level, displacement will be lower than at a national level. This is because those who spend money at the airport are less likely to spend in the CSA if they do not fly. Therefore, a range of between 0% and 30% has been tested, resulting in between 23,100 and 33,000 net additional direct, indirect, and induced jobs at a CSA level.
- 5.6.76 In the context of the size of the economy of the CSA, which has just over a million jobs and this number is forecast to rise to 1.5 million by 2055, this is anticipated to result in a likely significant beneficial effect.

Table 5.5: Direct, indirect and induced employment – net (2055)

Employment (thousand) - Change (additional to future baseline)			
		Lower	Upper
National	Direct (gross)	24.8	24.8
	Total direct, indirect and induced (gross)	57.0	57.0
	Displacement	48%	0%
	Total direct, indirect and induced (net)	29.6	57.0
Core Study Area	Direct (gross)	24.8	24.8
	Total direct, indirect and induced (gross)	33.0	33.0
	Displacement	30%	0%
	Total direct, indirect and induced (net)	23.1	33.0

Potential additional effects on employment and the economy through catalytic effects

- 5.6.77 There will be additional effects on employment and the economy through catalytic effects, as a result of improved connectivity resulting in additional trade, Foreign Direct Investment (FDI) and tourism. The catalytic effects are presented at a national level, as set out in **Section 5.5**. The catalytic effects will be reported at smaller spatial scales in the Environmental Statement (ES) as agreed with Planning Inspectorate, and to account for the requirements of the HENPS once finalised and adopted.
- 5.6.78 Additional direct connections will result in shorter journey times, avoiding the need to connect via other hub airport, and therefore an increase in passenger numbers. An increase in business passengers will result in increased trade and FDI, and therefore productivity and Gross Domestic Product (GDP). An increase in leisure passengers will result in increased tourism and spending, and therefore an increase in GDP and employment.
- 5.6.79 There are three key relationships to consider:
- Air connectivity (number of direct routes) and passenger volumes
 - Passenger volumes and FDI, trade and tourism
 - Tourism, FDI, trade and productivity, GDP, employment
- 5.6.80 Catalytic effects are presented as both employment and Gross Value Added (GVA) and are assessed at the national level: the size of the national (UK) economy is circa £2,500 billion and it employs over 30 million people.
- 5.6.81 By 2055, the effects of the increased trade and investment as a result of the increased connectivity due to the Project are about £2bn to £4bn a year to the UK economy and support around 17,900 to 34,000 jobs.

- 5.6.82 While this will be a huge contribution to the UK economy for a single project it is likely not significant in EIA terms at a national level. Nonetheless it should be acknowledged that this is a nationally significant infrastructure project which is crucial to supporting trade and FDI.
- 5.6.83 Note this is not the whole economy effect of Heathrow expansion. It does not include the direct, indirect and induced jobs (as set out above), nor does it include the capital spending on the project itself, the passenger benefits, or productivity benefits. Previous analysis by Heathrow shows that the whole economy benefits could be as high as £17bn per year [15].
- 5.6.84 Both the Airports National Policy Statement (ANPS) (2018) and the draft HENPS (2026) make a clear strategic case for the Project, recognising the importance of Heathrow in supporting UK growth, trade and international competitiveness. The draft HENPS (2026) updates the strategic and economic case for Heathrow expansion including the economic analysis. However, the economic analysis presented in the draft HENPS and its supporting documents does not fully capture the benefits of expansion, particularly regarding trade and agglomeration.
- 5.6.85 The draft HENPS requires us to produce an Economic Growth Strategy to demonstrate how the scheme will positively impact on economic growth. We will produce this Economic Growth Strategy to be submitted as part of the Development Consent Order application and will align with the requirements of the HENPS, once finalised and adopted.

5.7 Summary of likely significant socio-economic effects

Table 5.6: Summary of likely significant socio economic effects

Effect	Significance of effect
Potential effects on businesses that are displaced or experience changes in the environment or transport network, and potential effect on residents' ability to access work	
Potential temporary or permanent displacement of businesses or commercial activity including property, land and minerals	Activity: Construction and demolition activities. Likely significance: Not significant in EIA terms (Core Study Area and national)
Potential effects on sustainability or viability of businesses	Not possible to determine at the current time
Disruption to residents and their economic activity, through environmental changes and changes in access to/from employment locations	Not possible to determine at the current time
Effects during the construction activities related to employment and skills	
Potential temporary effect of employment generation and effects on businesses in the construction supply chain	Activity: peak construction Likely significance: Significant beneficial (Core Study Area); Not significant in EIA terms (National)

Effect	Significance of effect
Potential effects of new employment and business generated by the Project on the labour market, skills and training in or related to the construction activities	Activity: peak construction Likely significance: Significant beneficial (Core Study Area); Not significant in EIA terms (National)
Effects as a result of more jobs at an expanded airport related to employment, economic activity and skills	
Potential wider effects on employment and economy through direct, indirect and induced influence of the Project	Activity: at an expanded airport (modelled 2055) Likely significance: Significant beneficial (Core Study Area); Not significant in EIA terms (National)
Potential effects of new employment and business generated by the Project on skills and training in or related to the operational development	Activity: at an expanded airport (modelled 2055) Likely significance: Significant beneficial (Core Study Area); Not significant in EIA terms (National)
Effects on employment and the economy through catalytic effects	
Potential additional effects on employment and the economy through catalytic effects (trade, FDI and tourism)	Activity: at an expanded airport (modelled 2055) Likely significance: Not significant in EIA terms (National) but should be acknowledged that this is a nationally significant infrastructure project which is crucial to supporting trade and FDI.

5.8 Next steps and preparation of the Environmental Statement (ES)

- 5.8.1 Further data collection and assessment work will be undertaken to support the socio-economic and employment assessment that will be reported within the Environmental Statement (ES). This will include information from the land referencing process we are undertaking to understand the nature of the commercial businesses that are likely to be displaced or disrupted. This information will be available for the Development Consent Order (DCO) application and will help to inform the ES as it will provide information on the number of businesses, including agricultural and minerals businesses, affected; the quantum of floorspace displaced, and may inform our understanding of the sensitivity of the businesses to relocation. Further work will also be undertaken to understand the effect on the viability of businesses and the effect on residents' ability to access employment.
- 5.8.2 We are currently progressing an Equality Impact Assessment (EqIA) to consider potential differential and disproportionate effects on members of the community with protected characteristics. The results of this assessment will be available for the DCO application. The socio-economics and employment assessment to be reported in the ES will draw on findings from the EqIA where relevant.

- 5.8.3 Further engagement will be undertaken to inform the ES. This will include ongoing engagement on the assessment approach, enhancement measures and embedded environmental measures. This will include, but not be limited to, developing the Economic Development Framework into an Economic Development Strategy or equivalent document (such as the Economic Growth Strategy). This will require continued engagement with all stakeholders.
- 5.8.4 The ES will also account for any changes to relevant policy, legislation and guidance at the time of preparation.

5.9 Glossary of terms and acronyms

Term/Acronym	Definition
ANPS	Airports National Policy Statement (2018)
ATMs	Air Traffic Movements
BRES	Business Register and Employment Survey
CAA	Civil Aviation Authority
DCO	Development Consent Order
DfE	Department for Education
DWP	Department for Work and Pensions
EDF	Economic Development Framework
EICD	Environmental Information Consultation Document
EqIA	Equality Impact Assessment
ES	Environmental Statement
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GVA	Gross Value Added
HVAC	Heating, Ventilation and Air Conditioning (as referenced in “HVAC trades”)
LPA(s)	Local Planning Authority/Authorities
MIS	Modern Industrial Strategy
NEET	Not in Education, Employment or Training
NN NPS	National Networks National Policy Statement (2024)
NPS	National Policy Statement
NSIP	Nationally Significant Infrastructure Project
Catalytic effects	Wider economic impacts arising from improved connectivity, including effects on trade, tourism and foreign direct investment (FDI).

Term/Acronym	Definition
Compensation	Measures provided to offset residual adverse effects that cannot be avoided or mitigated.
Core Study Area (CSA)	The defined group of local authority areas used to assess socio-economic and employment effects at a sub-regional level.
Direct employment	Jobs generated within the Project boundary or airport operations as a direct result of the Project.
Displacement	Economic activity or employment that is reduced or relocated from one area as a result of the Project.
Economic activity	The production, distribution and consumption of goods and services within an economy.
Economy	The system of production, employment and consumption within a defined geographic area.
Embedded mitigation	Measures incorporated into the design or delivery of the Project to avoid or reduce adverse effects.
Indirect employment	Jobs supported in the supply chain as a result of demand generated by the Project.
Induced employment	Jobs supported through increased spending in the wider economy as a result of wages from direct and indirect employment.
Inner Study Area	The area closest to the Project where the most localised socio-economic effects are expected to occur.
Labour market	The supply of and demand for labour, including people in employment and those seeking work.
Mitigation	Measures designed to avoid, reduce or manage the impacts of a project. These may include measures identified through the Environmental Impact Assessment, as well as measures required through statutory obligations, planning requirements or other project commitments.
Productivity	The efficiency with which economic output is produced, usually measured as output per worker or per hour worked.
Receptor	A component of the environment or a group of people that may be affected by the Project.
Sensitivity	The susceptibility of a receptor to change as a result of the Project.
Significance (of effect)	The importance of an effect, determined by considering the magnitude of change and the sensitivity of the receptor.
Skills and training provision	The availability of education, training and upskilling opportunities within the labour market.
Socio-economic effects	Changes to the economy, employment, businesses, skills or labour market resulting from the Project.
Supply chain	The network of businesses involved in producing and delivering goods and services required by the Project.

Term/Acronym	Definition
Trade (economic)	The exchange of goods and services between regions or countries, contributing to economic activity.
Use Class	A way of grouping buildings and land according to their main purpose. It helps determine what a property can be used for under planning rules.
Workforce (construction)	The number and composition of workers required to deliver the Project during construction.
Workforce (operational)	The number and composition of workers required to operate the Project once completed.

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