

# Workplace Mental Health in Midlands firms 2023: A longitudinal study

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# Introduction

Workplace mental health issues are widespread, and are estimated to cost UK employers £56 billion a year<sup>1</sup> in sickness absences, employee turnover, and presenteeism (when employees are working when ill, or are routinely working beyond their contracted hours). Analysis carried out in early 2020<sup>2</sup> by the Enterprise Research Centre found a strong and significant association between mental health-related sickness and productivity in Midlands firms, with productivity down by more than 18% in firms reporting such absence. This suggests that addressing workplace mental health issues could drive improvements in output as well as increasing employee wellbeing.

To better understand employers' experiences of workplace mental health issues, we surveyed 1,902 Midlands firms between January and May 2023. This was the fourth wave of data collection, following on from wave 1 which took place early in 2020 pre-COVID-19, wave 2 which was conducted between January and April 2021, a period of intense business disruption due to COVID-19 restrictions, and wave three which took place in early 2022 as restrictions eased. The four waves of research allow us to provide comparative analysis, to give insight into the ways in which the pandemic has affected workplace mental health issues and the impact this has had on businesses.

The report proceeds with a summary of the key findings from the 2023 survey. In section 2, we explore the extent and impact of workplace mental health issues. Section 3 focuses on firms' adoption of mental health strategies and initiatives and in section 4 we cover firm-level experiences of remote working and the link to mental health. We bring together our conclusions and recommendations in section 5.



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1 Deloitte. (2022). *Mental health and employers: the case for investments pandemic and beyond* Retrieved from <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-report-2022.pdf>.

2 ERC (2020) Workplace mental health and Covid-19: experiences of firms in the Midlands Available at: <https://www.enterpriseresearch.ac.uk/wp-content/uploads/2020/11/ERC-ResReport-Workplace-mental-health-and-Covid-19-experiences-of-firms-in-the-Midlands.pdf>

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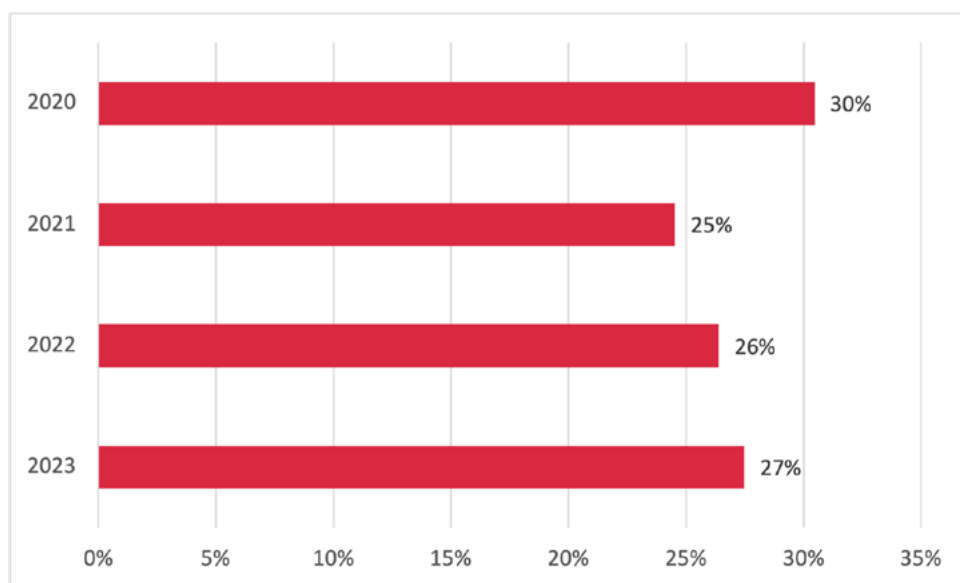
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# 1. 2023 findings: executive summary

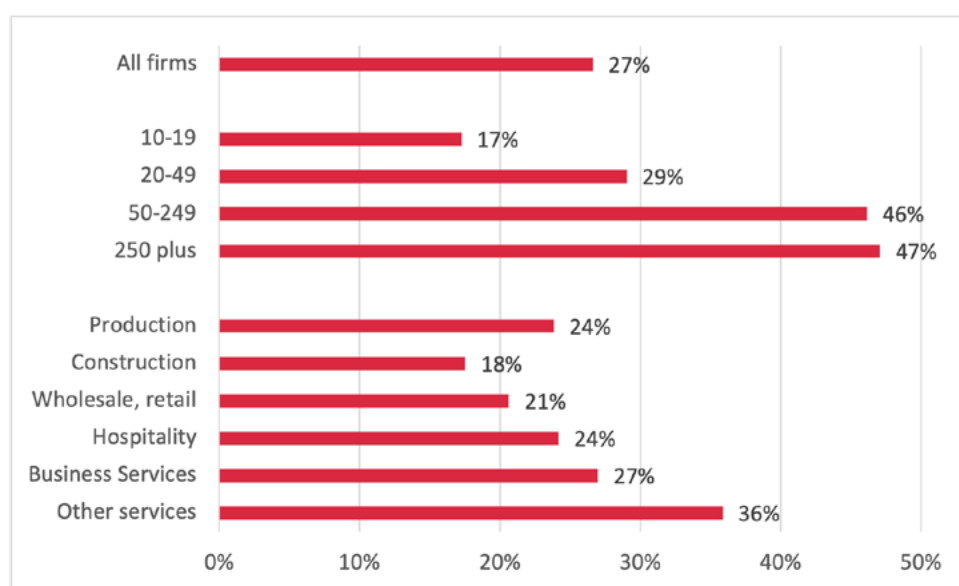
1. **Mental health sickness absence is up slightly compared to 2022, but is still below pre-pandemic levels.** Larger firms and those in the services sector are more likely to report mental health sickness absence. However, while long term mental health sickness absence has decreased slightly year-on-year, repeated mental health sickness absence is now higher than it was pre-pandemic. More firms are reporting that mental health related absence impacts on their operations.

**Figure 1.1 Proportion of firms reporting mental health related sickness absence 2020 to 2023, all firms**



Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

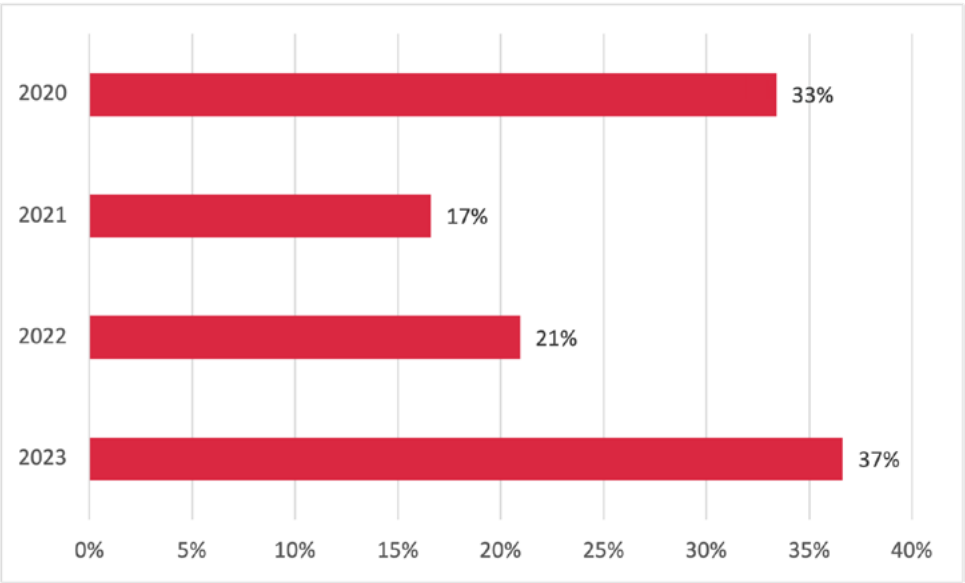
**Figure 1.2 Proportion of firms reporting mental health related sickness absence in 2023, by firm size and sector**



Base: 1902 firms

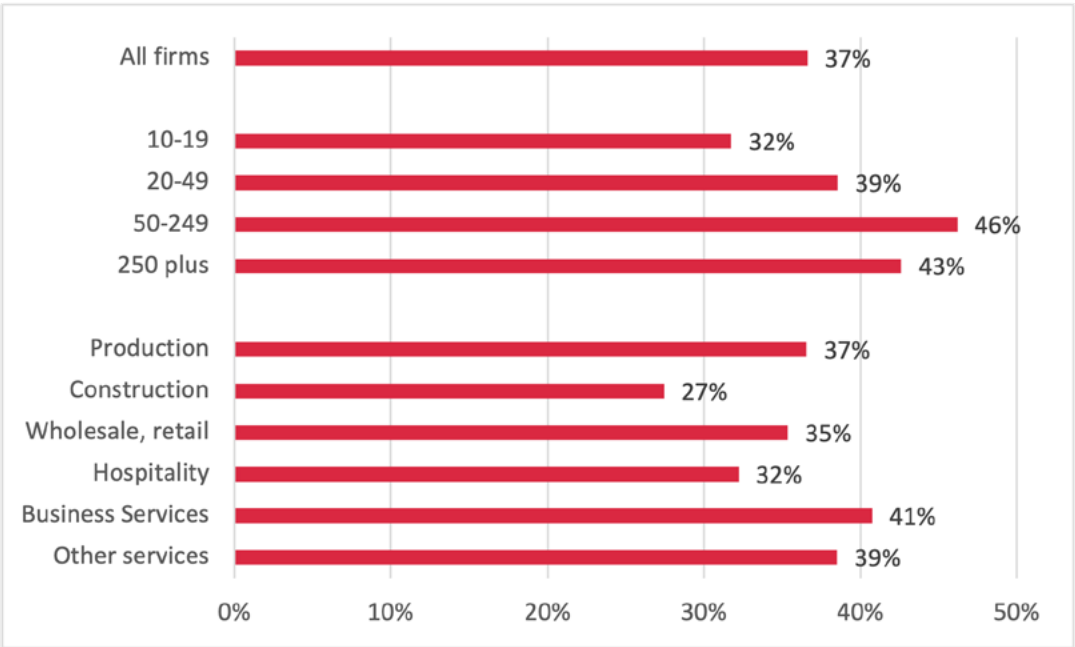
2. **Presenteeism increased sharply in the most recent survey, and has now surpassed pre-pandemic levels.** 37% of firms in 2023, compared to 21% in 2022, reported some level of presenteeism. The most common reason given for presenteeism is the need to meet deadlines or client demands.

**Figure 1.3 Proportion of firms reporting presenteeism, 2020 to 2023, all firms**



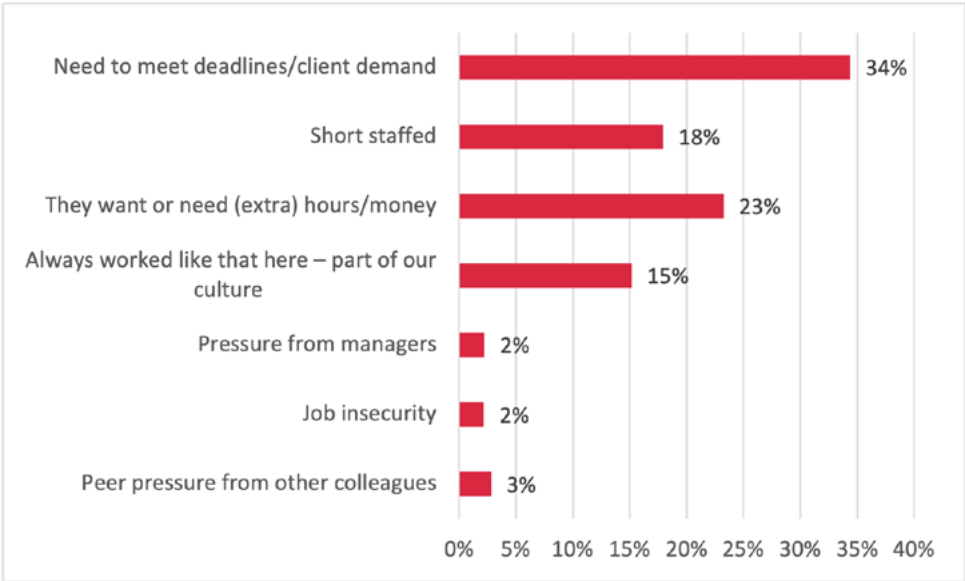
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 1.4 Proportion of firms reporting presenteeism in 2023, by firm size and sector**



Base: 1902 firms

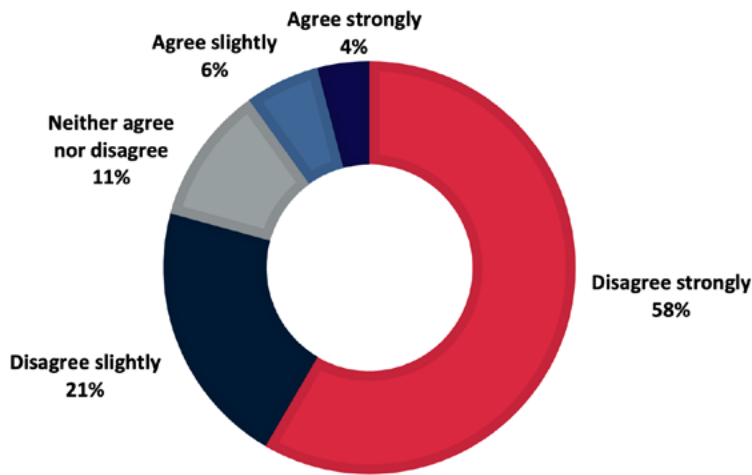
Figure 1.5 Reasons for presenteeism, 2023, all firms



Base: 692 firms

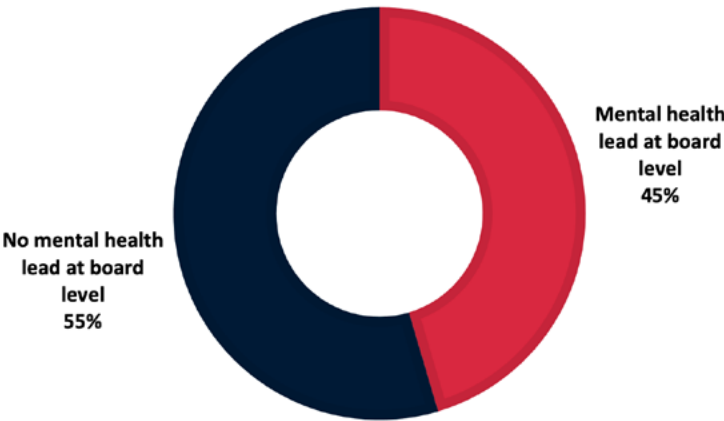
3. While 79% of firms disagree that mental health is a personal issue that should not be addressed in the workplace, a significantly lower proportion have formalised their strategic approach towards workplace mental health. 45% report that they have a mental health lead at board level, up from 43% in 2022. 32% report the presence of a mental health plan compared to 31% in 2022, and only 18% say that they have a mental health budget, up from 17% in 2022.

Figure 1.6 Extent to which firms agree or disagree that mental health is a personal issue and not one which should be addressed at work, 2023, all firms



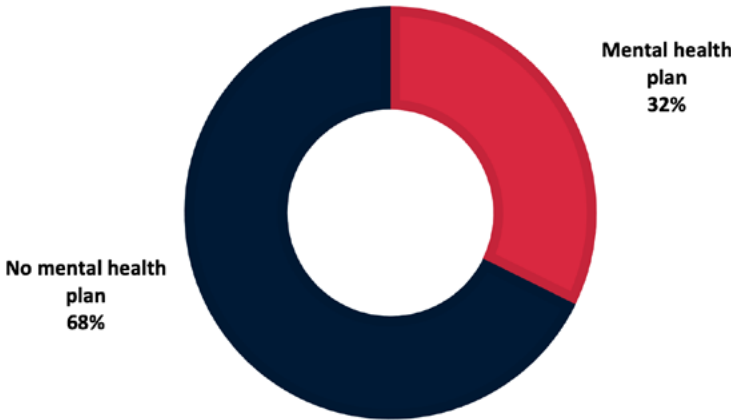
Base: 1902 firms

Figure 1.7 Proportion of firms reporting a mental health lead at board level, 2023, all firms



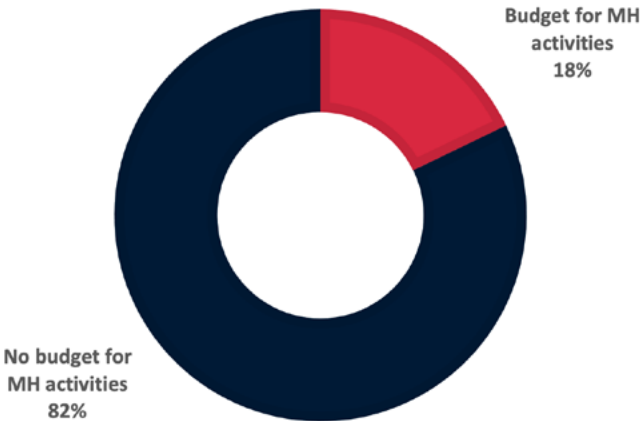
Base: 1902 firms

Figure 1.8 Proportion of firms reporting a mental health plan, 2023, all firms



Base: 1902 firms

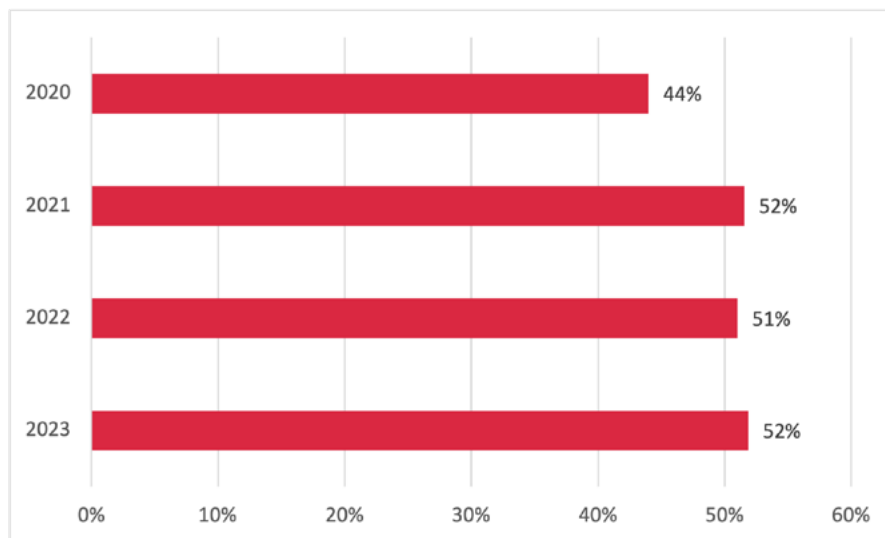
Figure 1.9 Proportion of firms reporting a budget for mental health activities, 2023, all firms



Base: 1902 firms

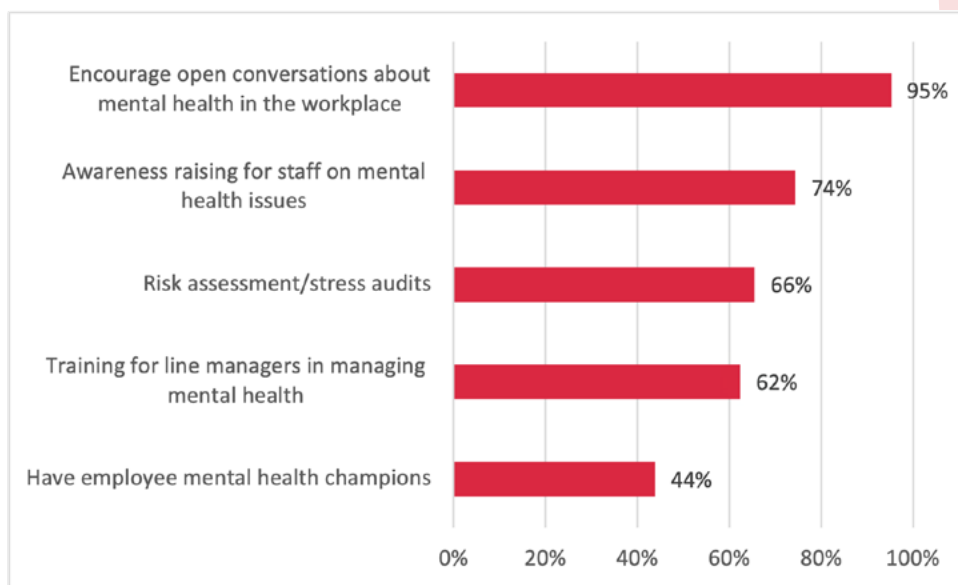
4. **The proportion of firms that have adopted mental health initiatives is up slightly at 52%.** We continue to see high reported adoption of low or no-cost practices to address workplace mental health, and weaker engagement with budgeted activities. However, in 2023, 62% of firms (up from 53% in 2022) report that they are training line managers in dealing with mental health issues.

**Figure 1.10 Proportion of firms that have adopted mental health initiatives, 2020 to 2023, all firms**



Base: 1902 firms

**Figure 1.11 Mental health initiatives adopted, 2023, all firms**

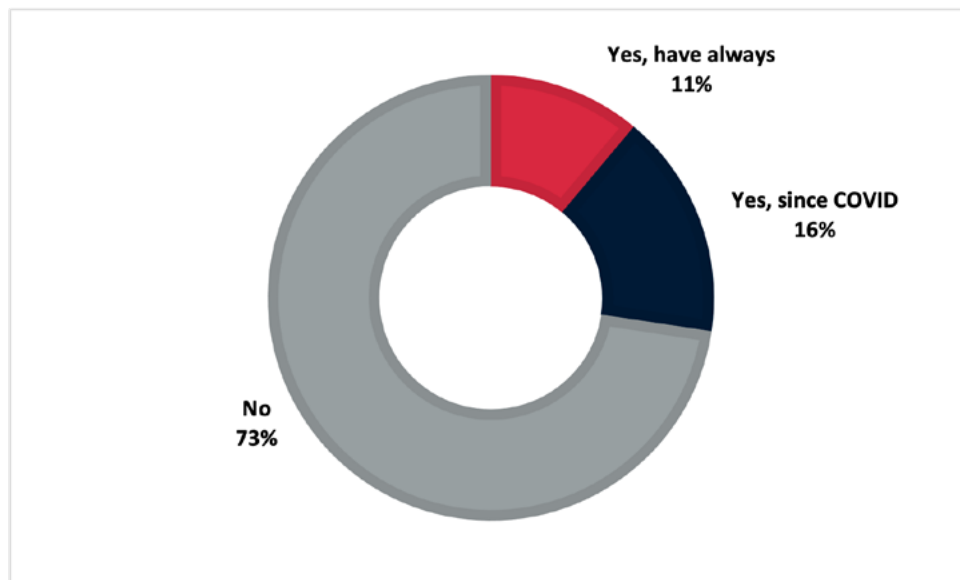


Base: 970 firms



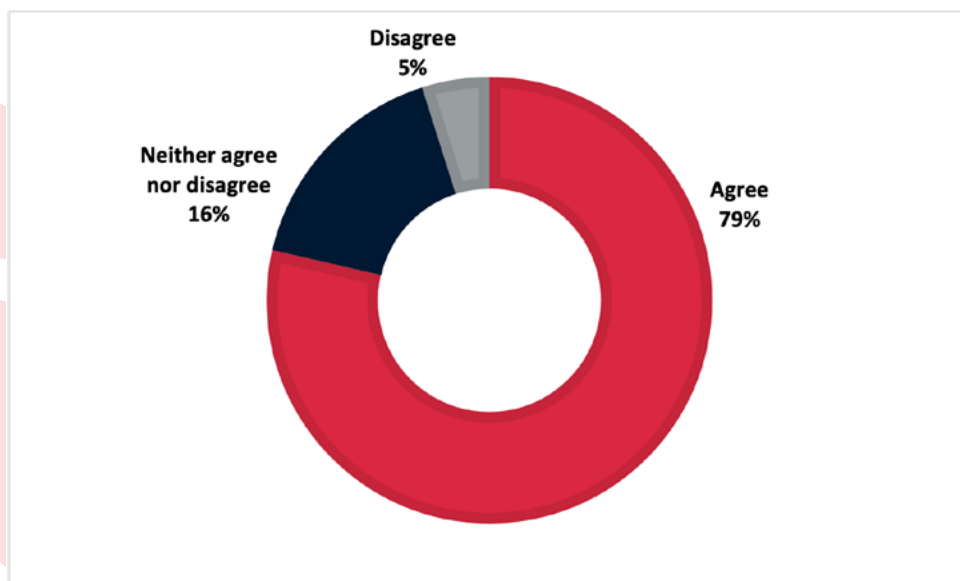
5. **COVID-19 has driven changes in working practices, with 16% of firms reporting that they have introduced (and retained) remote working since the start of the pandemic.** This means that 27% of Midlands firms now have some degree of remote working, compared to around 11% pre-pandemic. The vast majority of firms report that they actively encourage a good work life balance for those working remotely.

**Figure 1.12 Proportion of firms with employees working from home, 2023, all firms**



Base: 1902 firms

**Figure 1.13 Extent to which firms agree or disagree that they encourage employees working at home to maintain a clear distinction between work and leisure time, 2023, all firms**



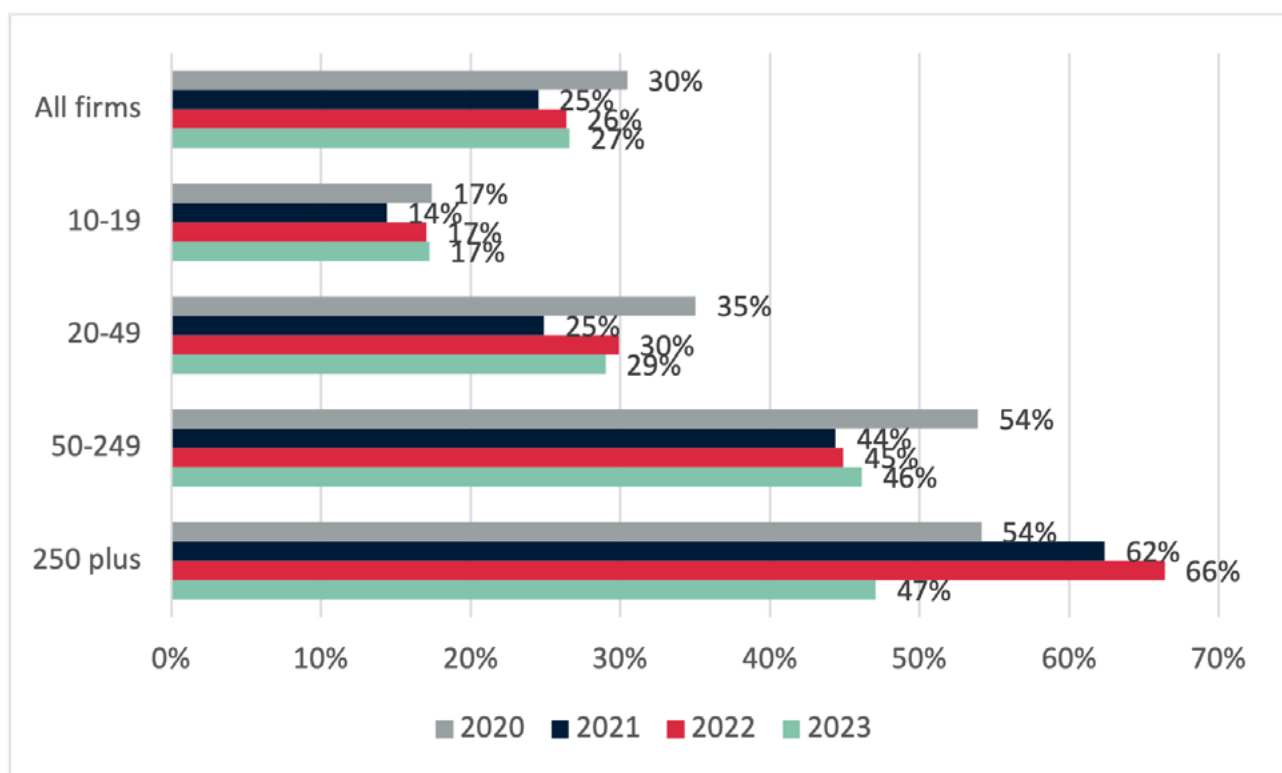
Base: 565 firms

## 2. Extent and impact of workplace mental health issues

### Mental health sickness absence

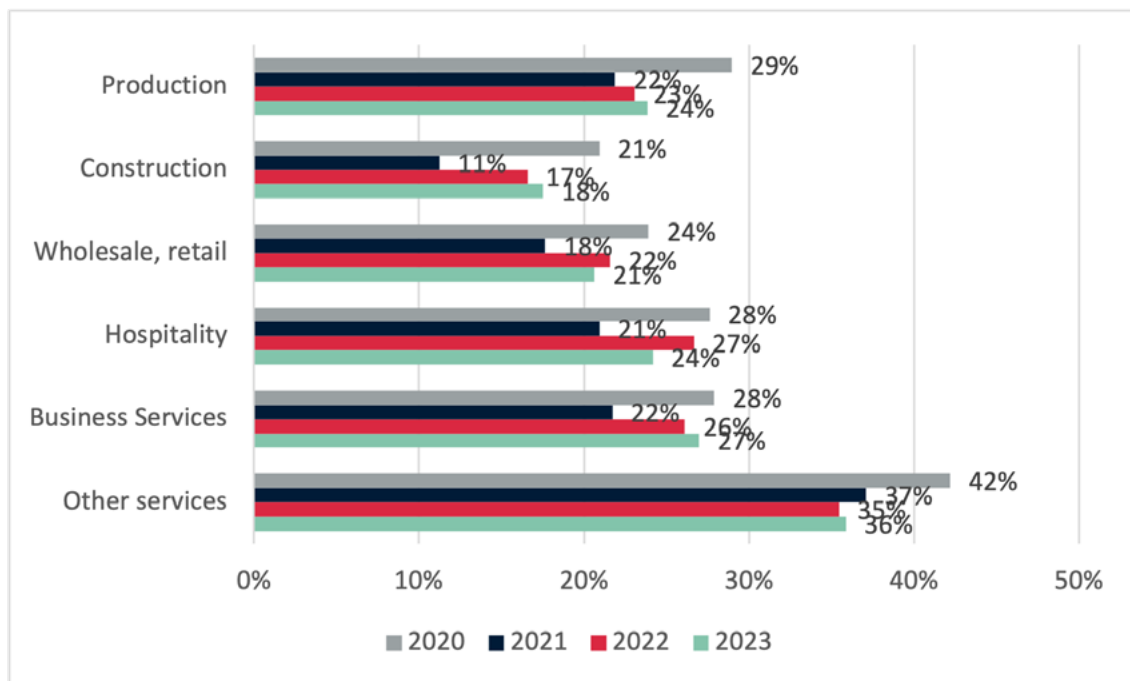
Reported mental health related sickness absence has increased slightly since 2022, with 27% of firms reporting some level of absence compared to 26% the previous year. There is some variation by firm size, with the largest firms reporting a reduction (Figure 2.1), but little variation by sector (Figure 2.2). For firms reporting mental health sickness absence, long term mental health-related absence has decreased slightly compared to 2022 (Figures 2.3 and 2.4), but repeated mental health absence is up overall from 40% in 2022 to 47% in 2023, in firms of all sizes and in all sectors (Figures 2.5 and 2.6). More firms that experience mental health sickness absence are reporting that it is impacting on their operations – at 58% overall, the proportion of firms identifying impacts of their mental health sickness absence has surpassed pre-pandemic levels (Figures 2.7 and 2.8). The most frequently identified impact is the need to recruit or find cover for those absent, followed by productivity or efficiency effects (Figure 2.9).

**Figure 2.1 Proportion of firms reporting mental health sickness absence, 2020 to 2023, by firm size**



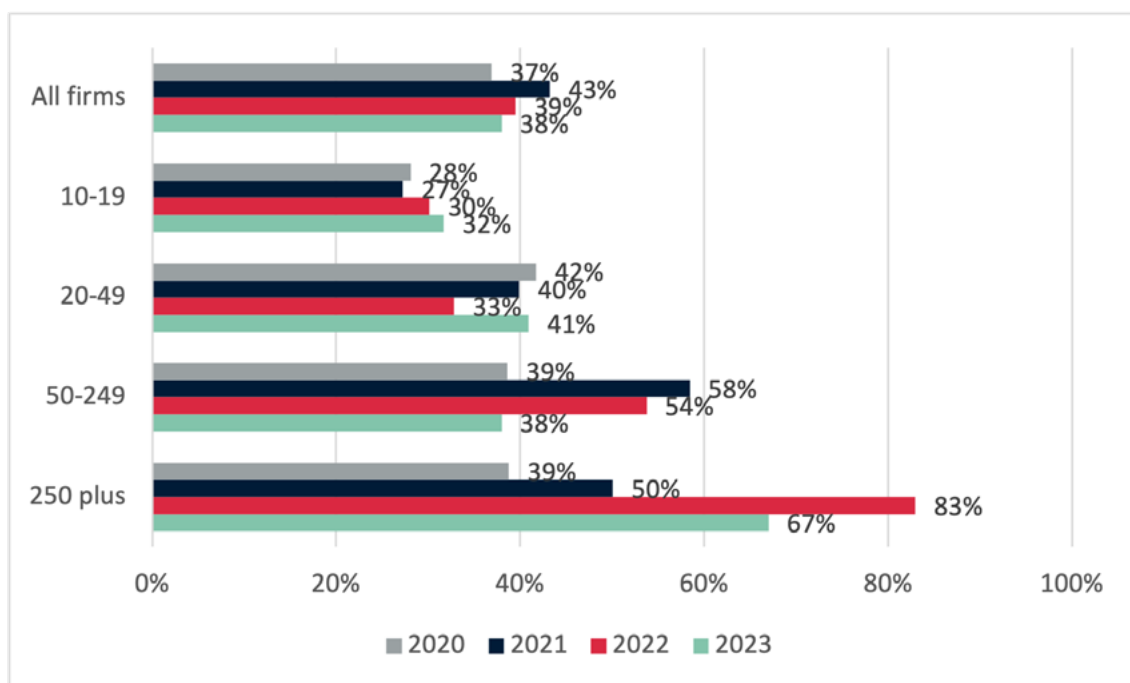
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 2.2 Proportion of firms reporting mental health sickness absence, 2020 to 2023, by sector**



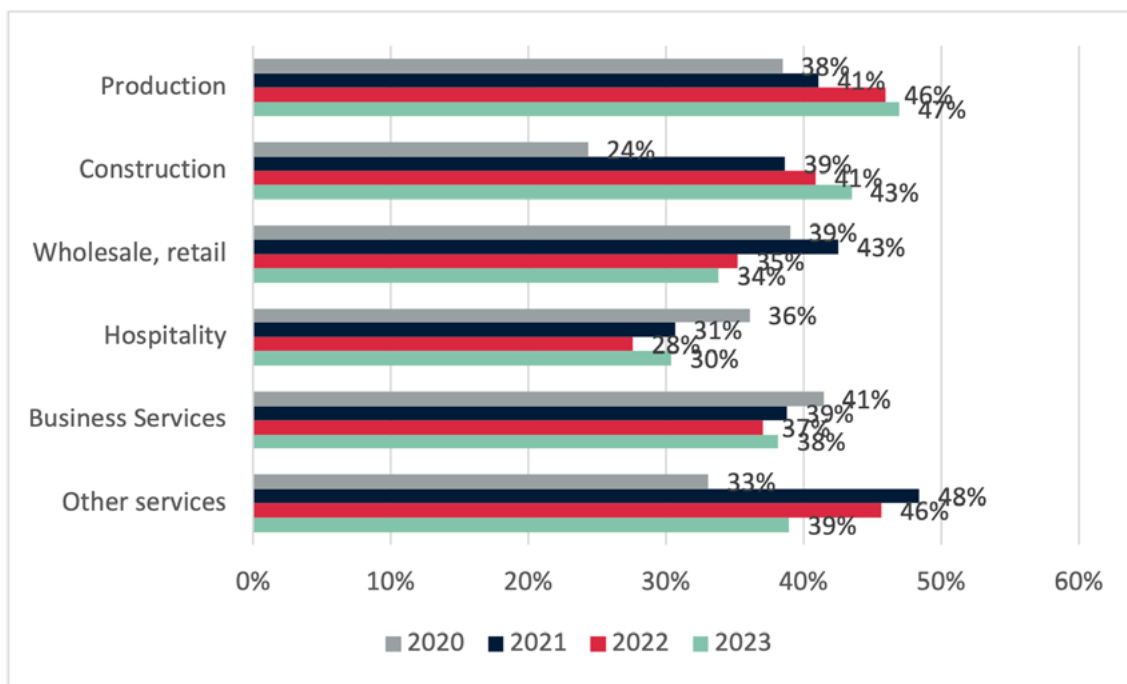
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 2.3 Proportion of firms reporting long term mental health sickness absence, 2020 to 2023, by firm size**



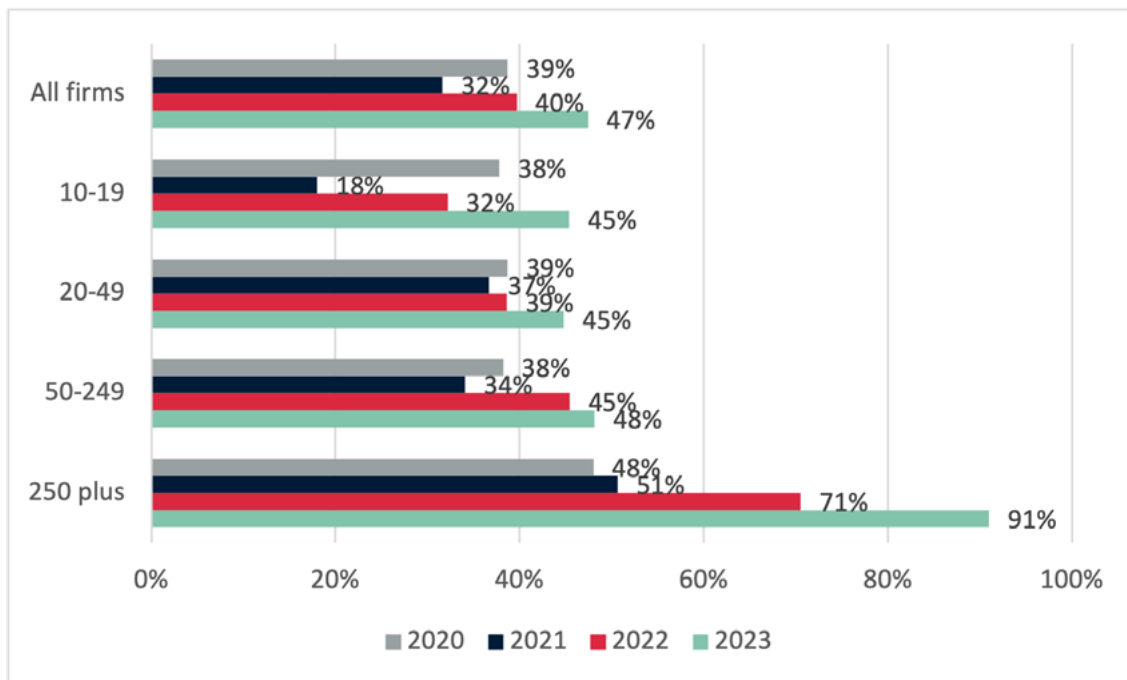
Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.4 Proportion of firms reporting long term mental health sickness absence, 2020 to 2023, by sector**



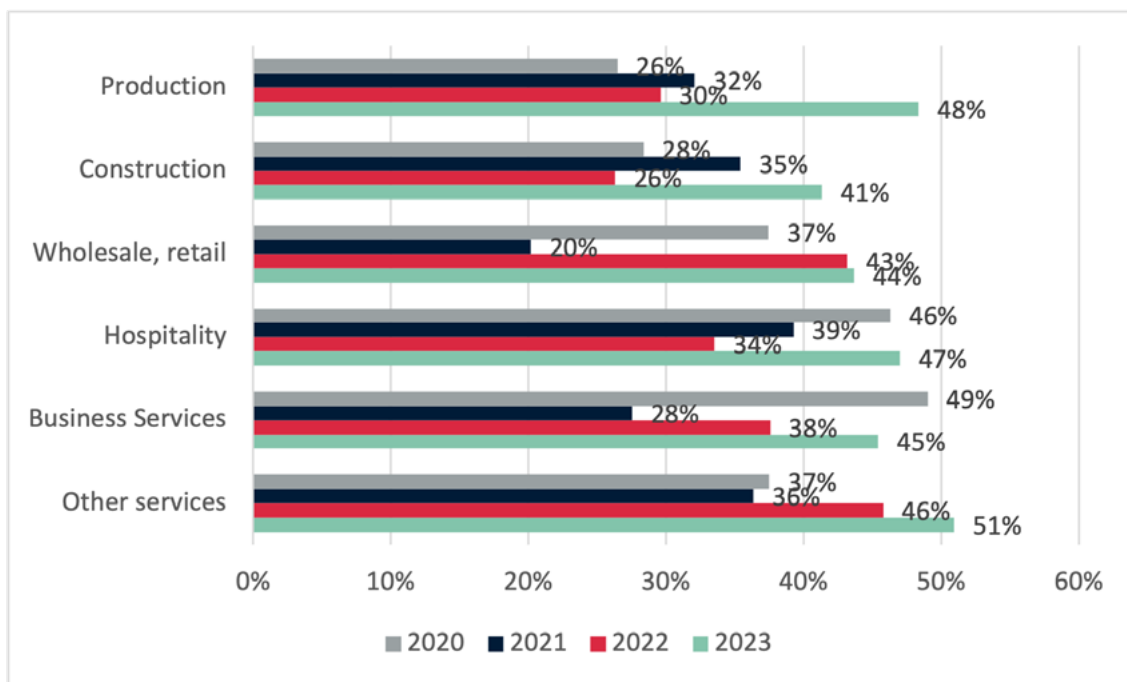
Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.5 Proportion of firms reporting repeated mental health sickness absence, 2020 to 2023, by firm size**



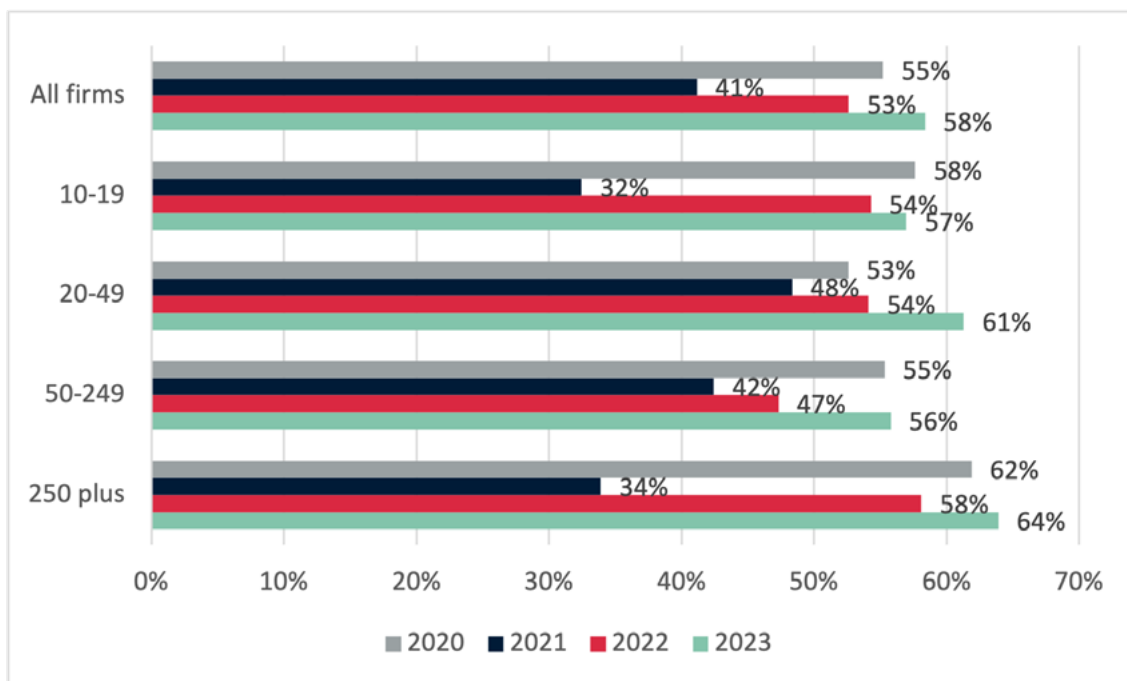
Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.6 Proportion of firms reporting repeated mental health sickness absence, 2020 to 2023, by sector**



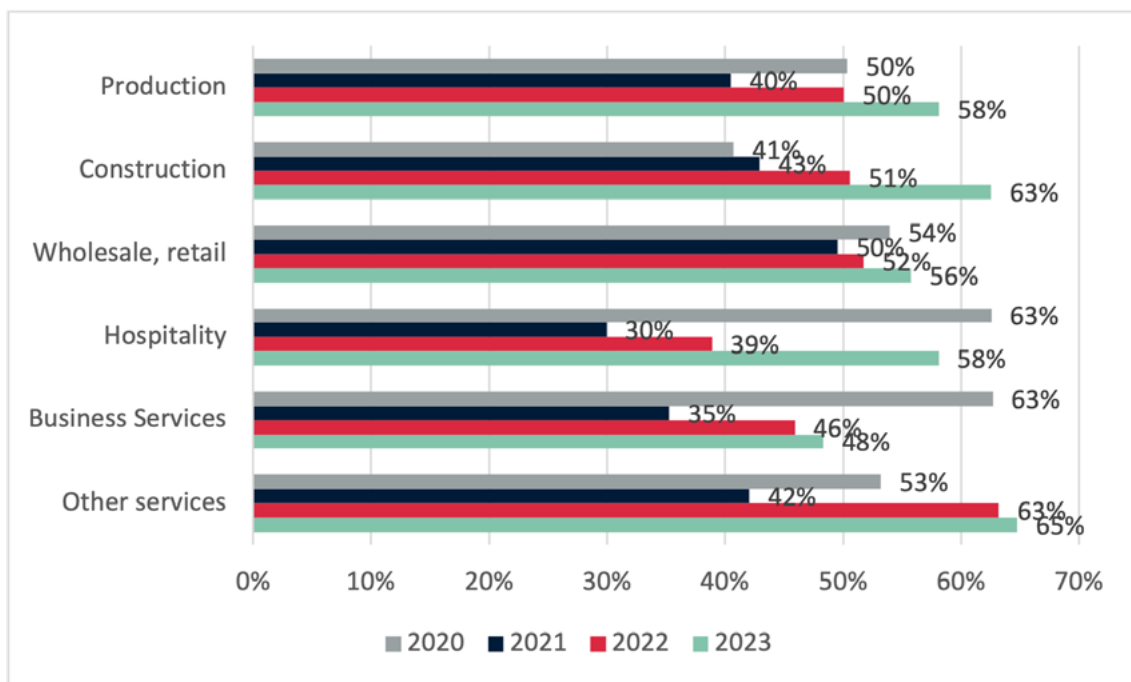
Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.7 Proportion of firms reporting that mental health sickness absence had an impact on their operations, 2020 to 2023, by firm size**



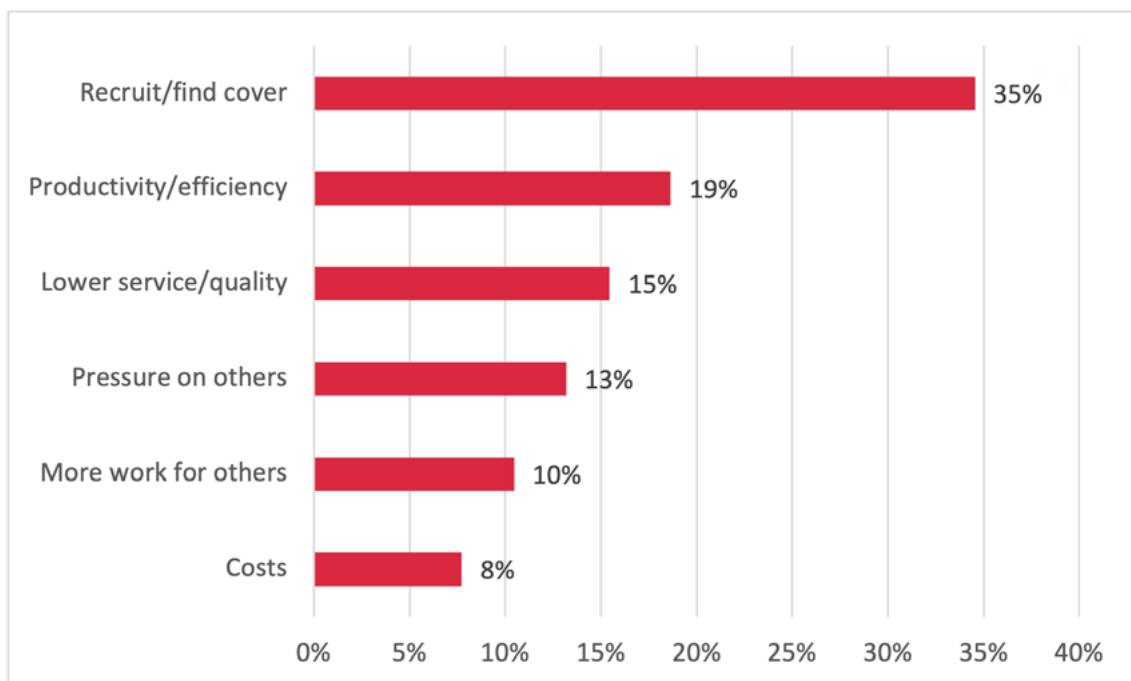
Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.8 Proportion of firms reporting that mental health sickness absence had an impact on their operations, 2020 to 2023, by sector**



Base: 556 firms in 2020, 338 in 2021, 480 in 2022, 471 in 2023

**Figure 2.9 The impacts of mental health sickness absence on operations identified by employers, all firms**

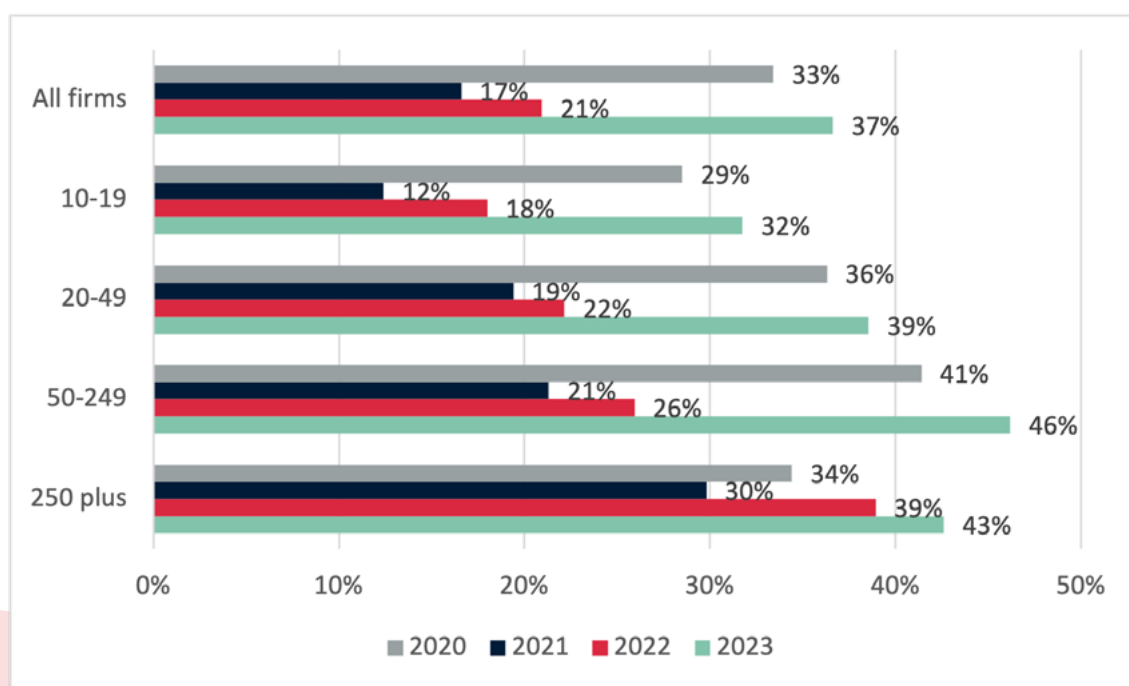


Base: 220 firms

## Presenteeism

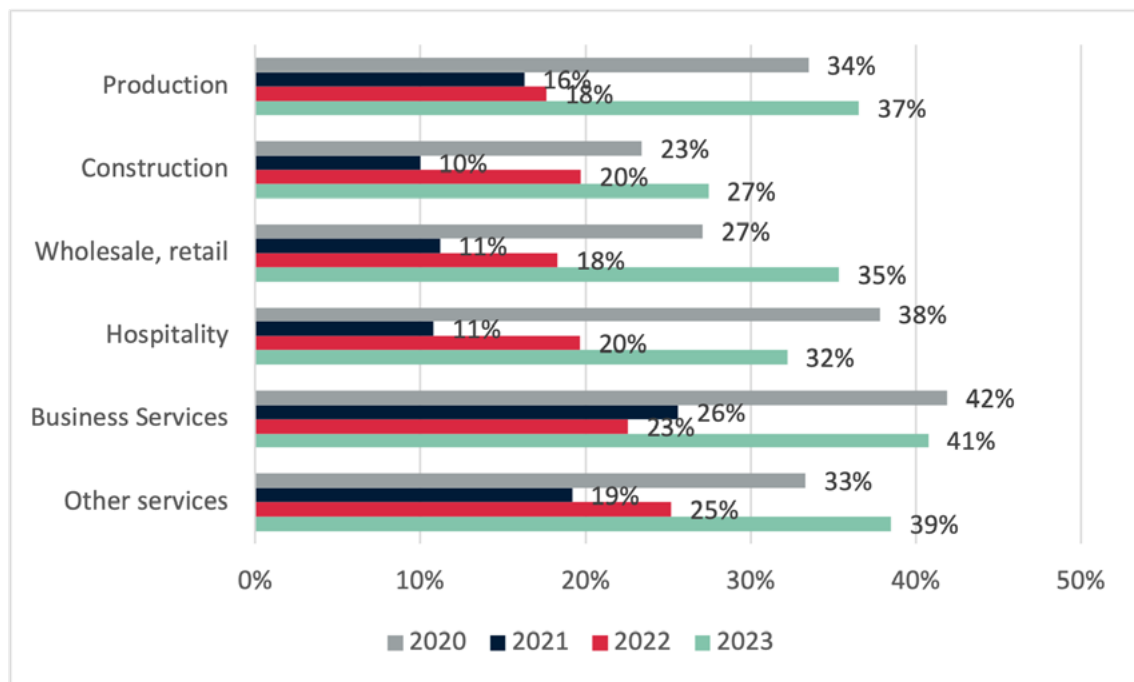
Reported presenteeism has risen sharply. 37% of firms surveyed in 2023 said that they had experienced presenteeism, compared to 21% in 2022. Presenteeism is now reported by more firms than in the pre-pandemic survey and the proportion of firms reporting it has risen in firms of all sizes and in all sectors (Figures 2.10 and 2.11). More firms are reporting that employees are working when ill, and working beyond their contracted hours (Figure 2.12), with little variation by firm size or sector (Figures 2.13 and 2.14). The most common reasons given for presenteeism by employers are the need to meet business deadlines and employees' need earn more money (Figure 2.15). Nearly 70% of firms experiencing presenteeism say that they are taking steps to address it (Figure 2.16), with the most common approach being to send home staff who are unwell (Figure 2.17).

**Figure 2.10 Firms reporting that they had experienced presenteeism, 2020 to 2023, by firm size**



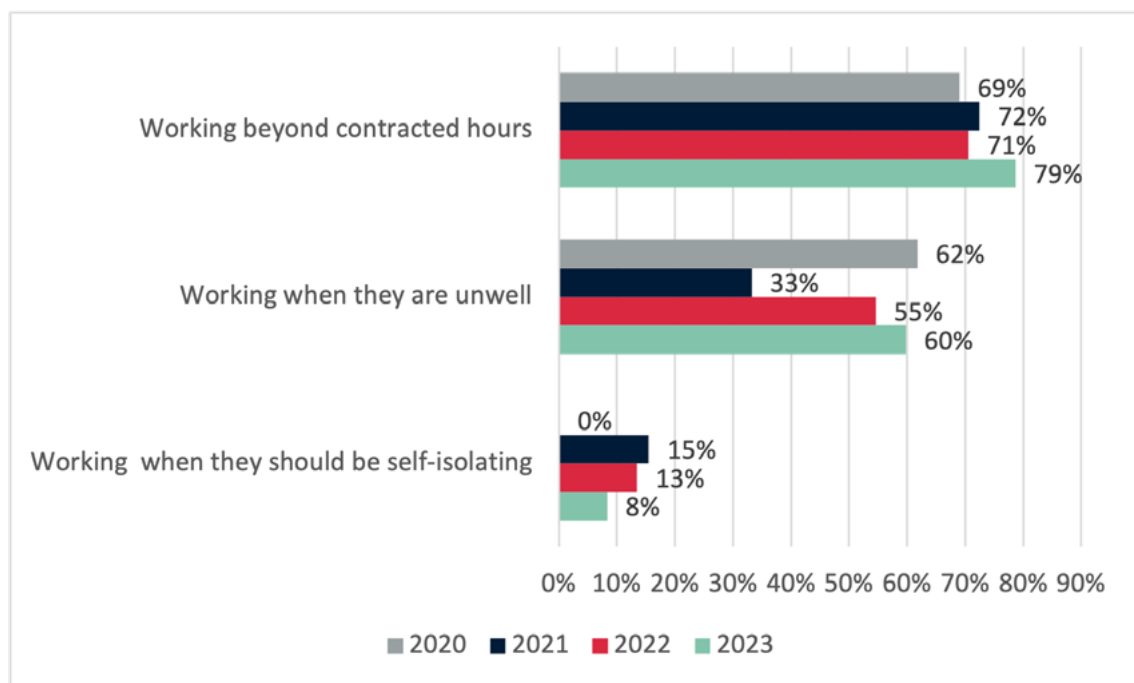
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 2.11 Firms reporting that they had experienced presenteeism, 2020 to 2023, by sector**



Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

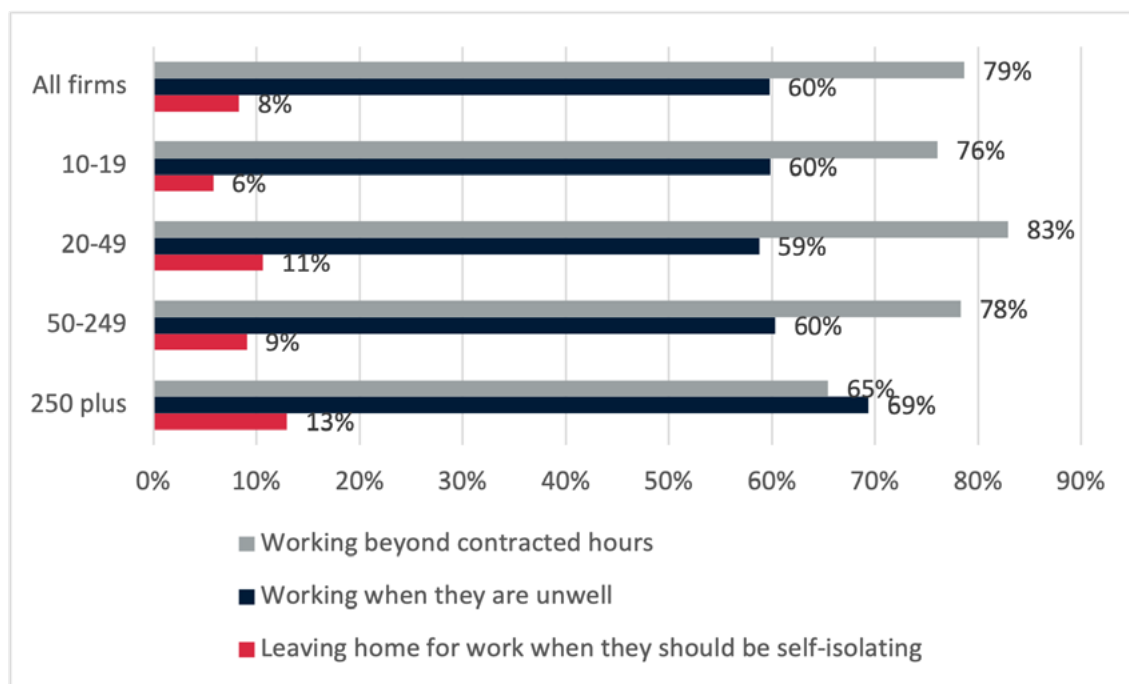
**Figure 2.12 Types of presenteeism reported, 2020 to 2023, all firms**



Base: 654 firms in 2020, 265 in 2021, 394 in 2022, 692 in 2023

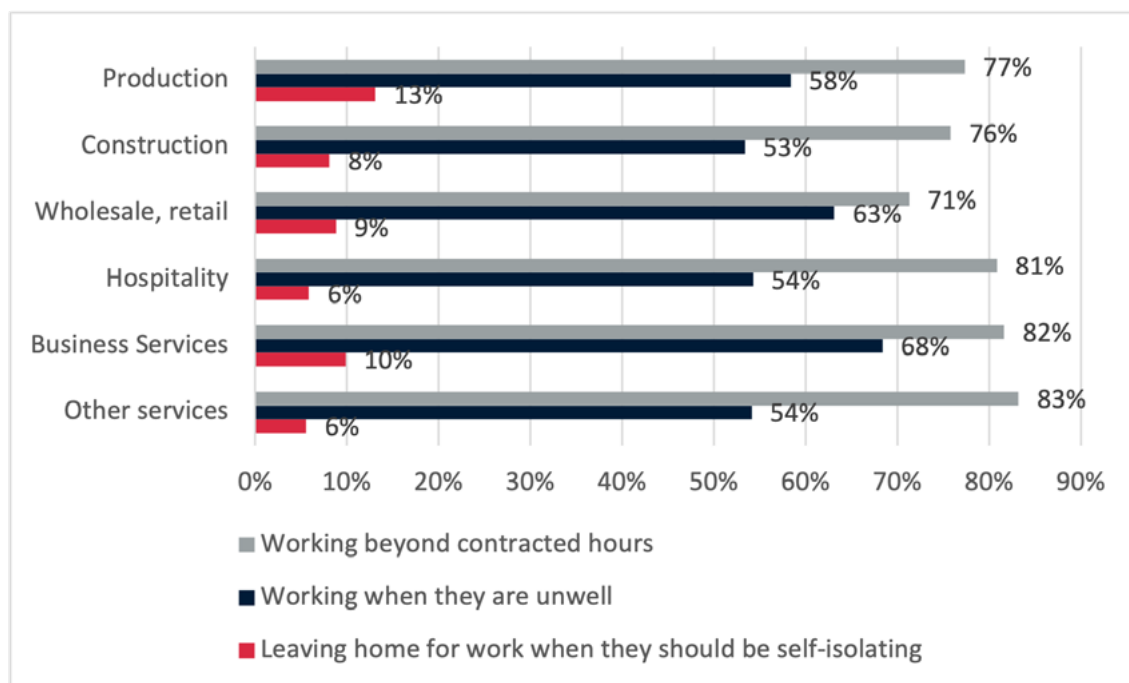


**Figure 2.13 Types of presenteeism reported, 2020 to 2023, by firm size**



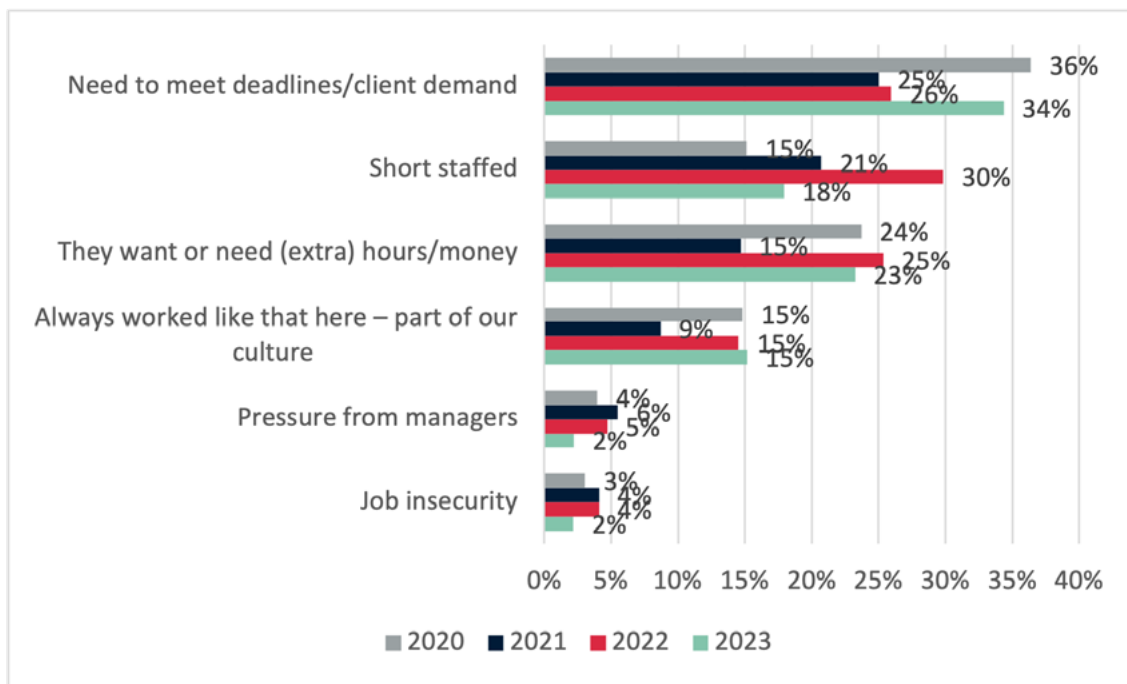
Base: 692 firms

**Figure 2.14 Types of presenteeism reported, 2020 to 2023, by sector**



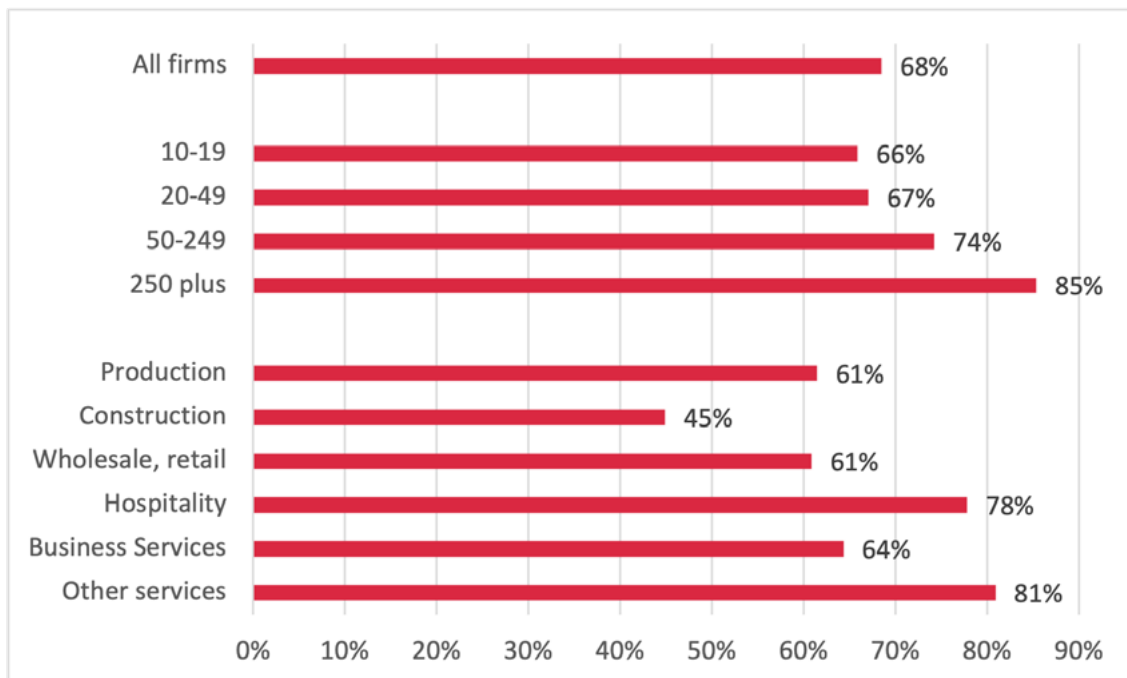
Base: 692 firms

**Figure 2.15 Reasons given for presenteeism, 2020 to 2023, all firms**



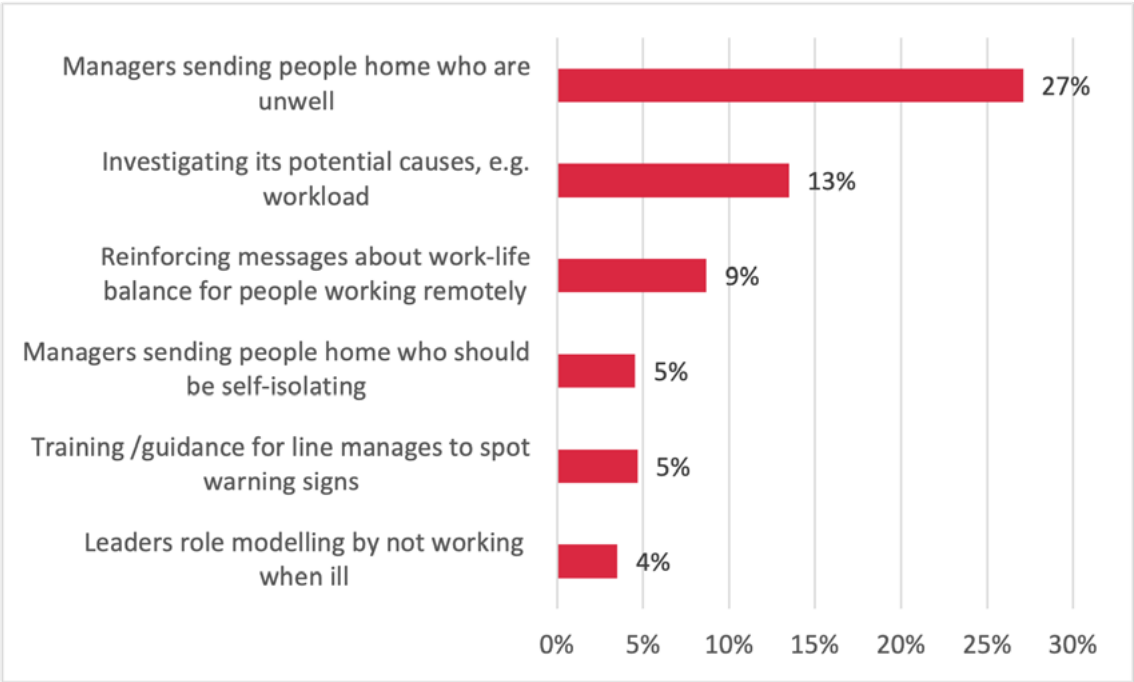
Base: 654 firms in 2020, 265 in 2021, 394 in 2022, 692 in 2023

**Figure 2.16 Proportion of firms that are taking steps to address presenteeism, 2023, all firms**

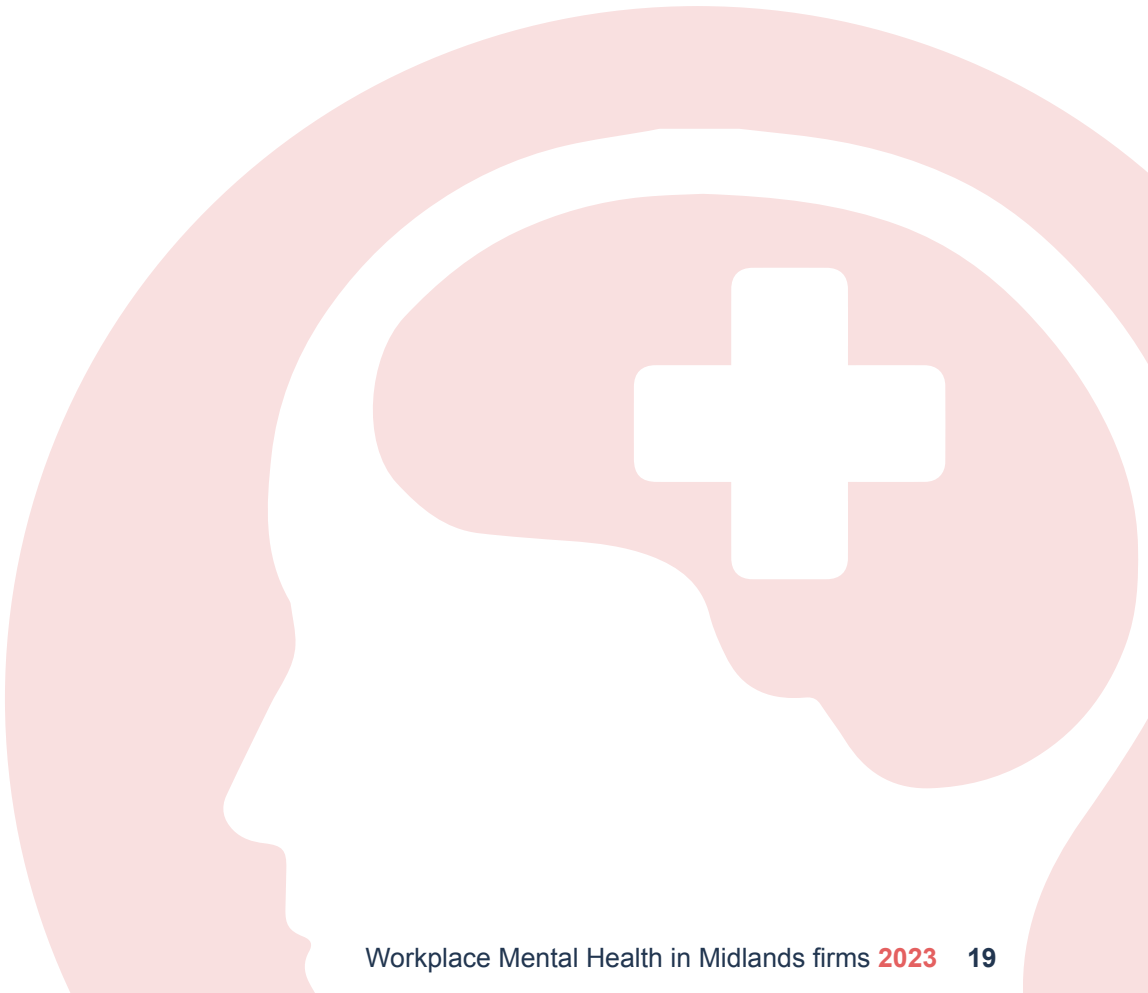


Base: 654 firms in 2020, 265 in 2021, 394 in 2022, 692 in 2023

Figure 2.17 Steps firms are taking to address presenteeism, 2023, all firms



Base: 451 firms

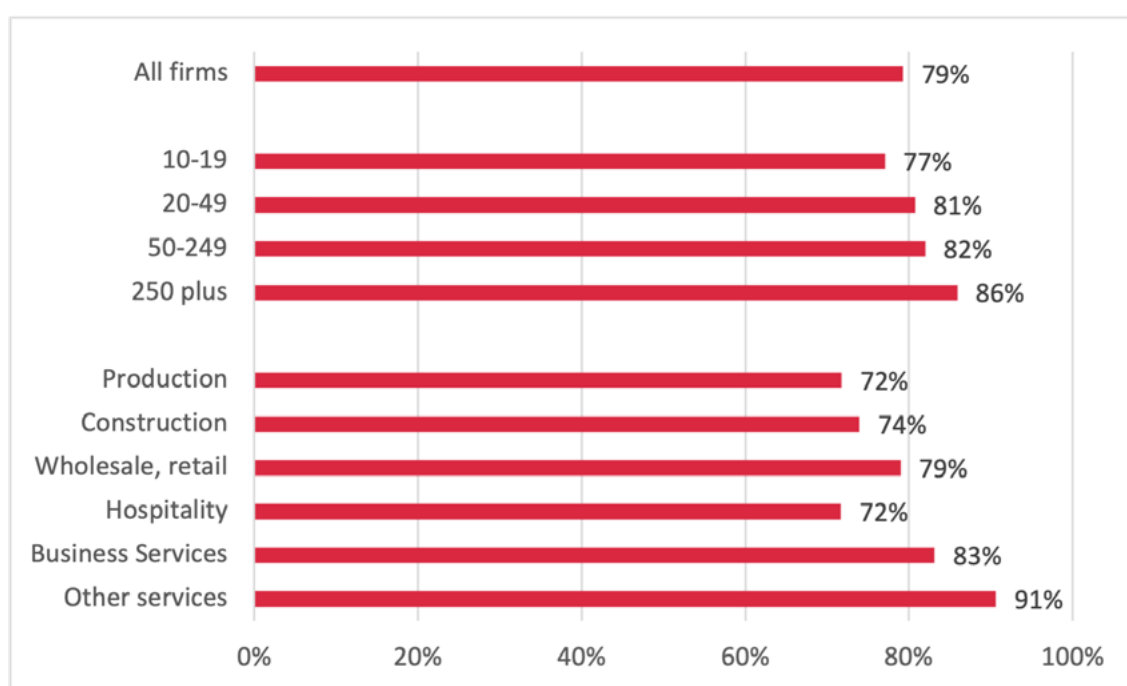


### 3. Adoption of Mental Health practices

#### Strategic approach to workplace mental health promotion

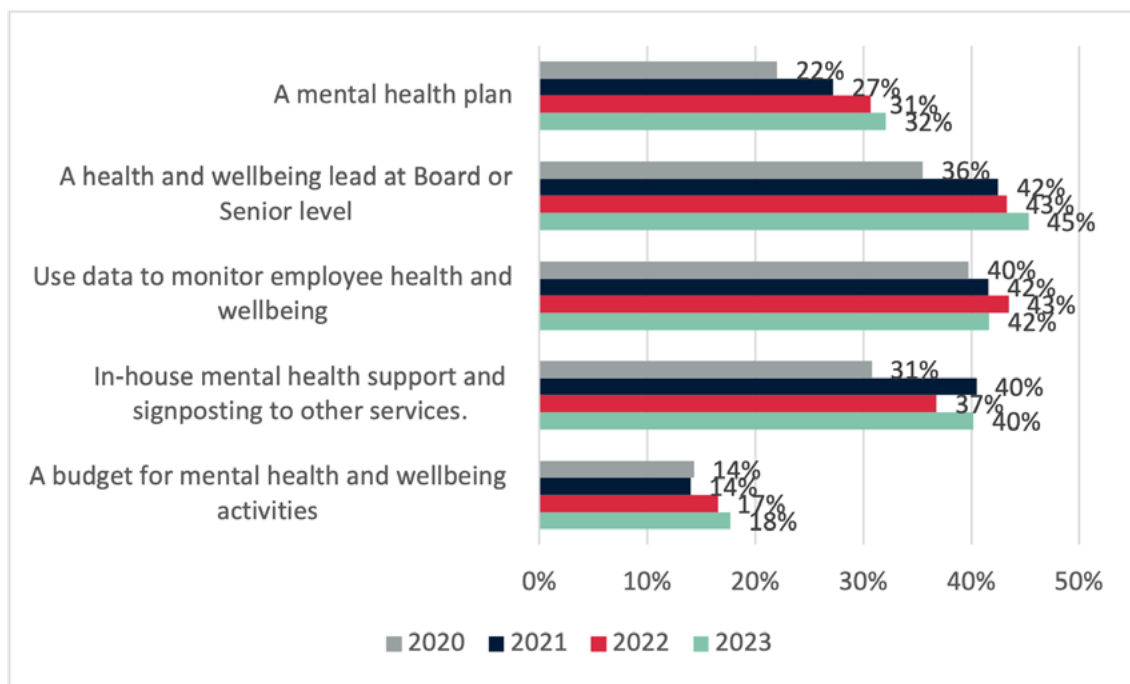
While 79% of respondent firms disagree that mental health is a personal issue that should not be addressed at work (Figure 3.1), a much lower proportion report the adoption of strategic initiatives to promote good mental health in the workplace (Figure 3.2). The most common strategic initiative adopted is the presence of a health and wellbeing lead at board level, reported by 45% of firms, followed by the use of data to monitor employee wellbeing, which is reported by 42%. However, in 2023 only 40% of firms offer in-house mental health support or signposting to other services, only 32% have a mental health plan, and only 18% have a budget for mental health activities. Larger firms and those in the services sector are more likely to report the presence of these strategic initiatives (Figures 3.3 to 3.7).

**Figure 3.1 Proportion of firms that disagree that mental health is a personal issue that should not be addressed at work, 2023, all firms**



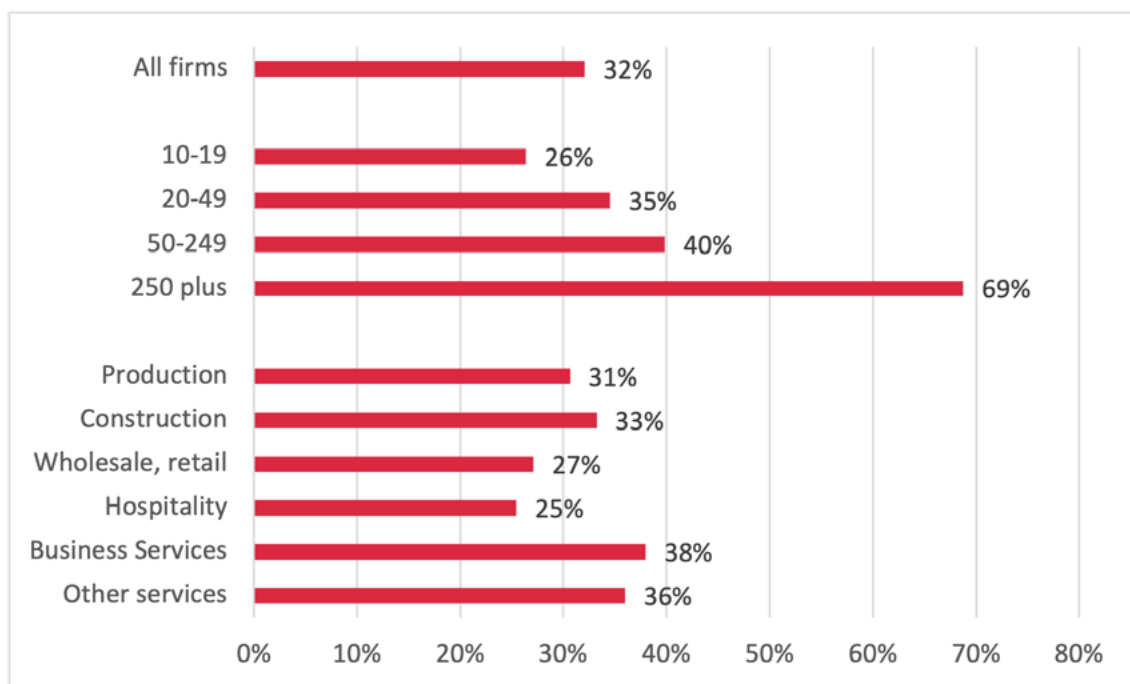
Base: 1902 firms

**Figure 3.2 Reported presence of strategic initiatives to promote good mental health, 2020 to 2023, all firms**



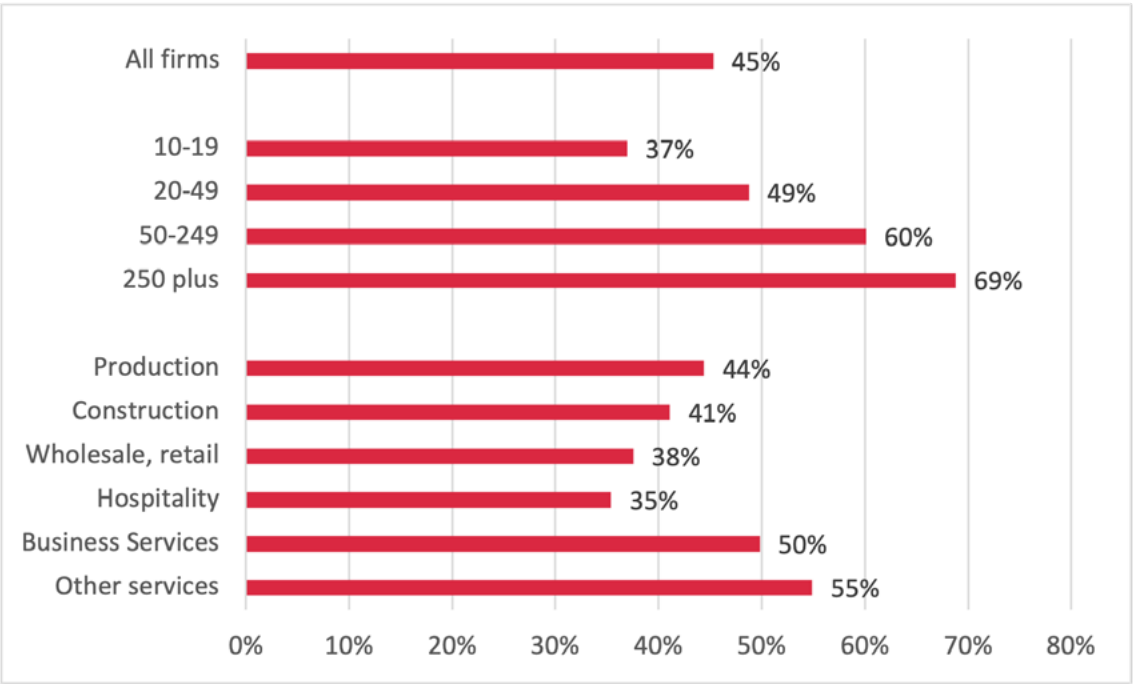
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 3.3 Proportion of firms reporting that they have a mental health plan, 2023, by firm size and sector**



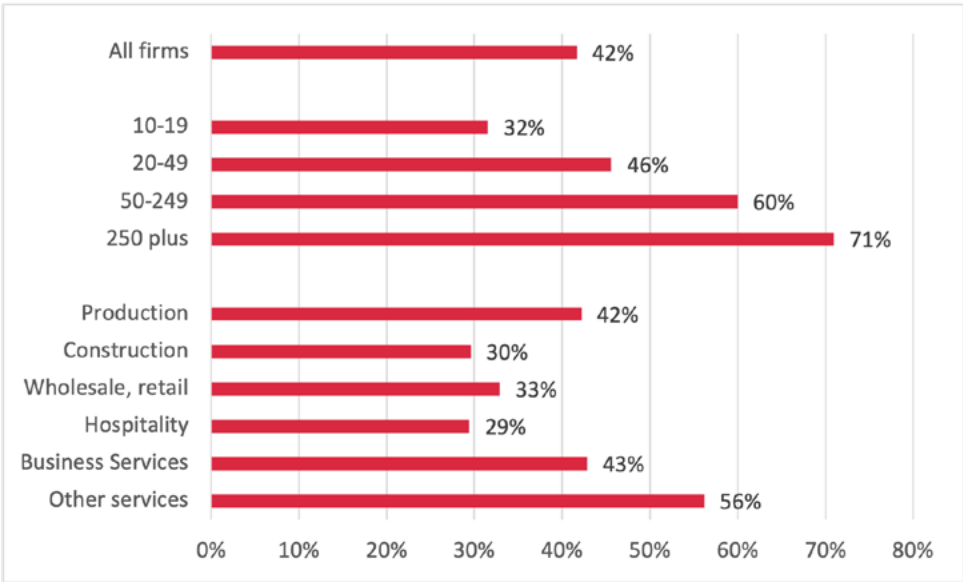
Base: 1902 firms

**Figure 3.4 Proportion of firms reporting that they have a health & wellbeing lead at board/ senior level, 2023, by firm size and sector**



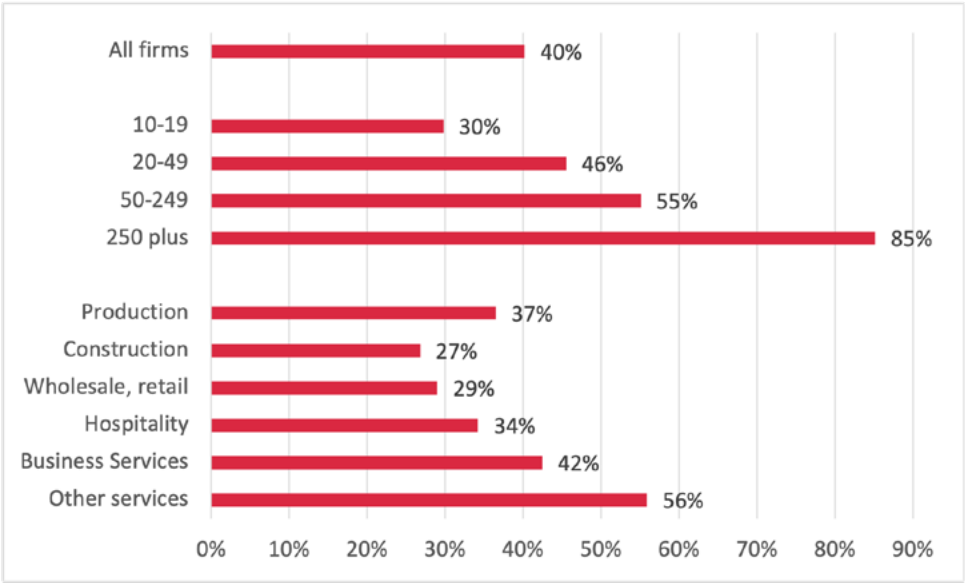
Base: 1902 firms

**Figure 3.5 Proportion of firms reporting that they use data to monitor employee health and wellbeing, 2023, by firm size and sector**



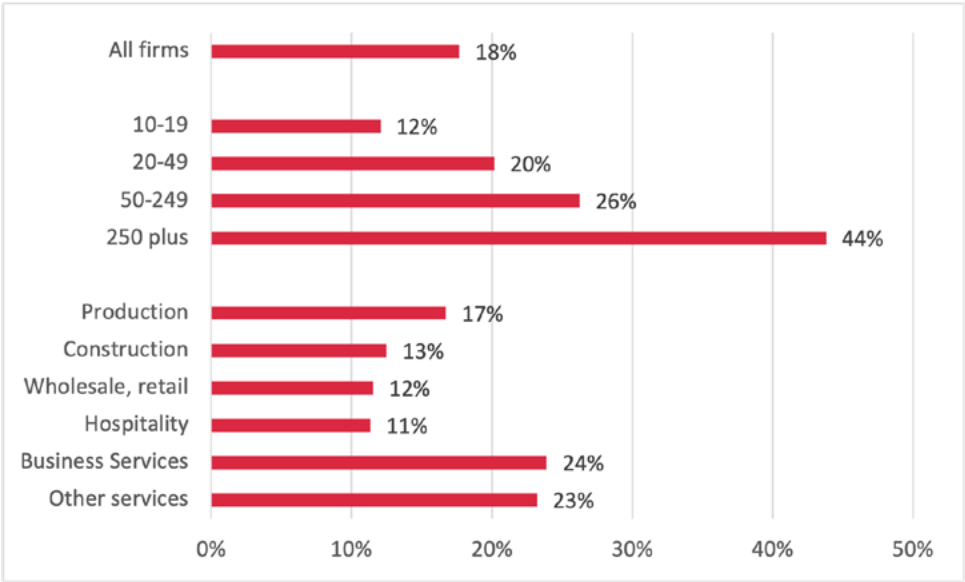
Base: 1902 firms

**Figure 3.6 Proportion of firms reporting that they have in-house mental health support & signposting of services, 2023, by firm size and sector**



Base: 1902 firms

**Figure 3.7 Proportion of firms reporting that they have a budget for mental health initiatives, 2023, by firm size and sector**

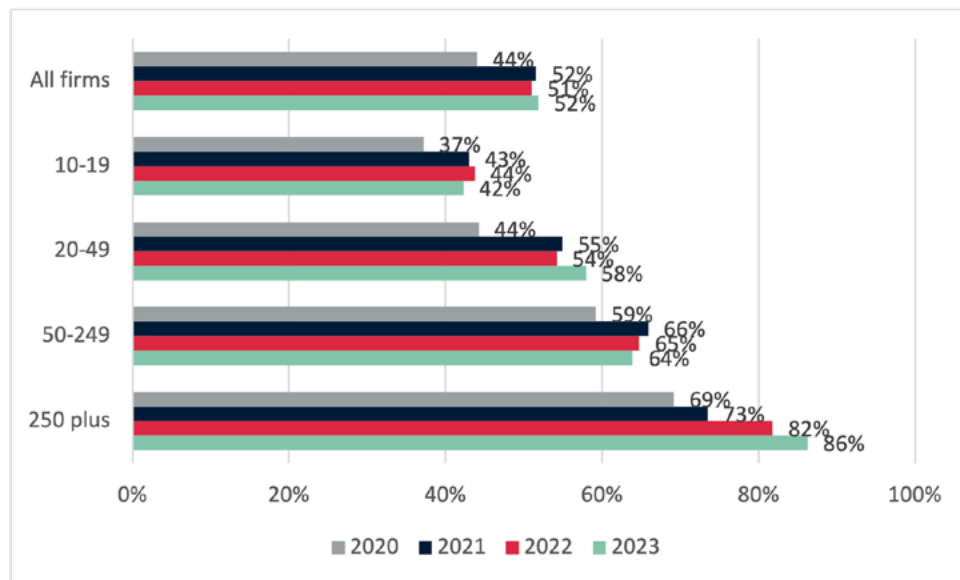


Base: 1902 firms

## Adoption of initiatives designed to address workplace mental health issues

In 2023, just over half of firms told us that they have implemented practices and activities designed to address workplace mental health issues, a proportion that has increased slightly since 2022. As with strategic initiatives, a greater proportion of larger firms and those in the service sector report these activities (Figures 3.8 and 3.9). 95% of these firms encourage open conversations about workplace mental health, 74% offer awareness training for staff on mental health issues and 66% undertake risk assessments. 62% of firms now say they train line managers in dealing with these issues, and 44% have employee mental health champions (Figures 3.10 to 3.15). While 29% of firms who do not currently offer initiatives for mental health say they would offer them if needed, around 18% of firms told us that they do not offer mental health activities and do not have any plans to do so in the future (Figure 3.16). Smaller firms and those in the production, construction and wholesale/retail sectors were most likely to say this. The most common reason given was that they did not see a need for such activities (Figure 3.17).

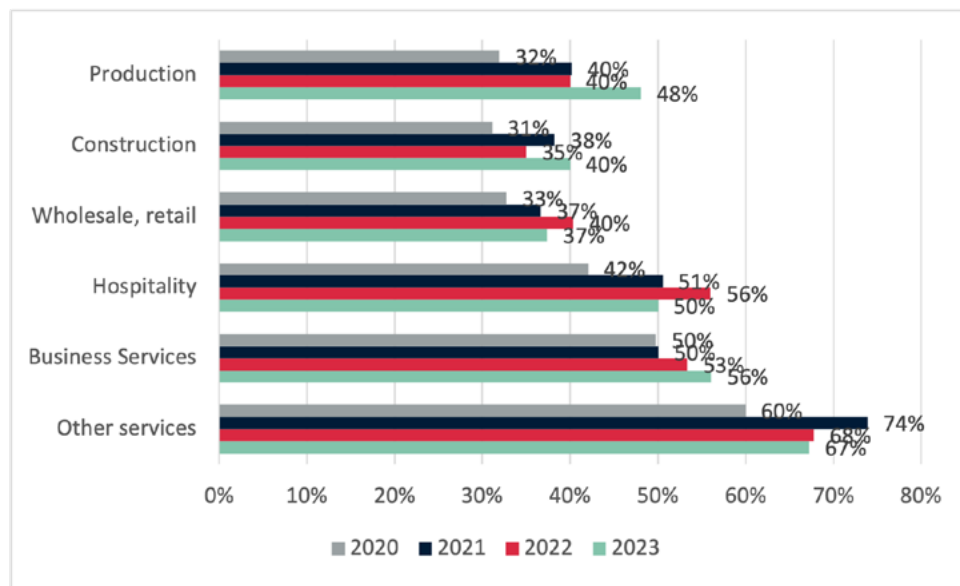
**Figure 3.8 Proportion of firms reporting that they offer mental health initiatives, 2020 to 2023, by firm size**



Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

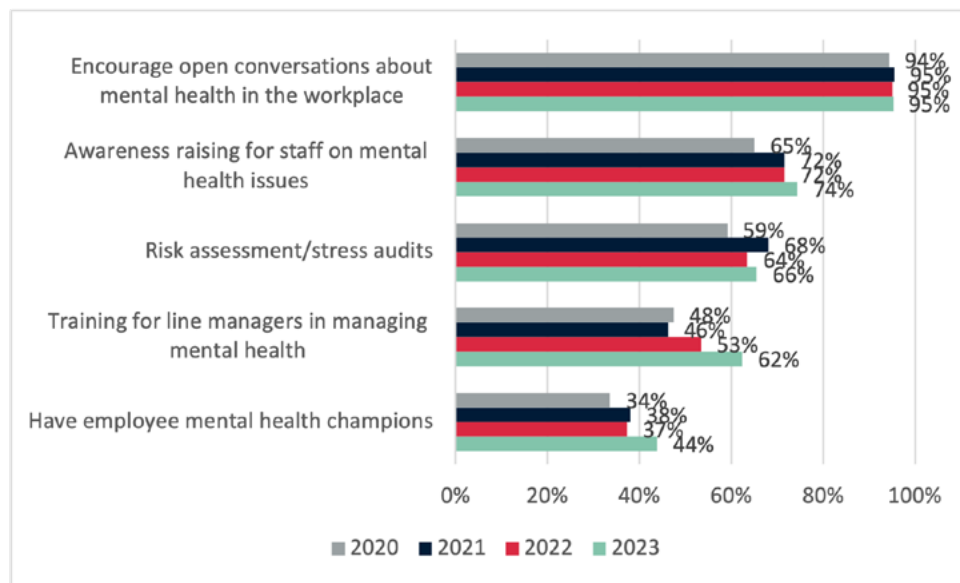


**Figure 3.9 Proportion of firms reporting that they offer mental health initiatives, 2020 to 2023, by sector**



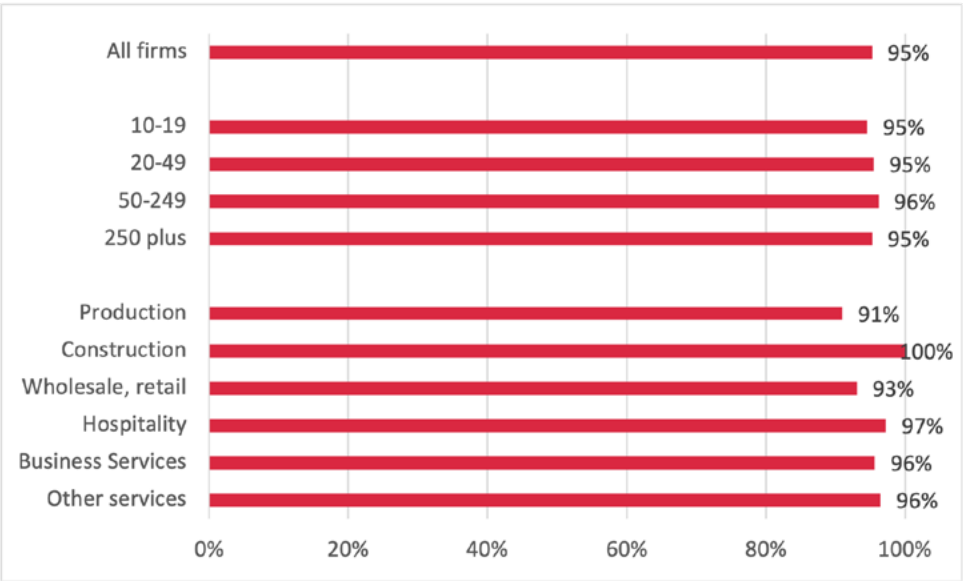
Base: 1899 firms in 2020, 1551 in 2021, 1904 in 2022, 1902 in 2023

**Figure 3.10 Initiatives offered, 2020 to 2023, all firms**



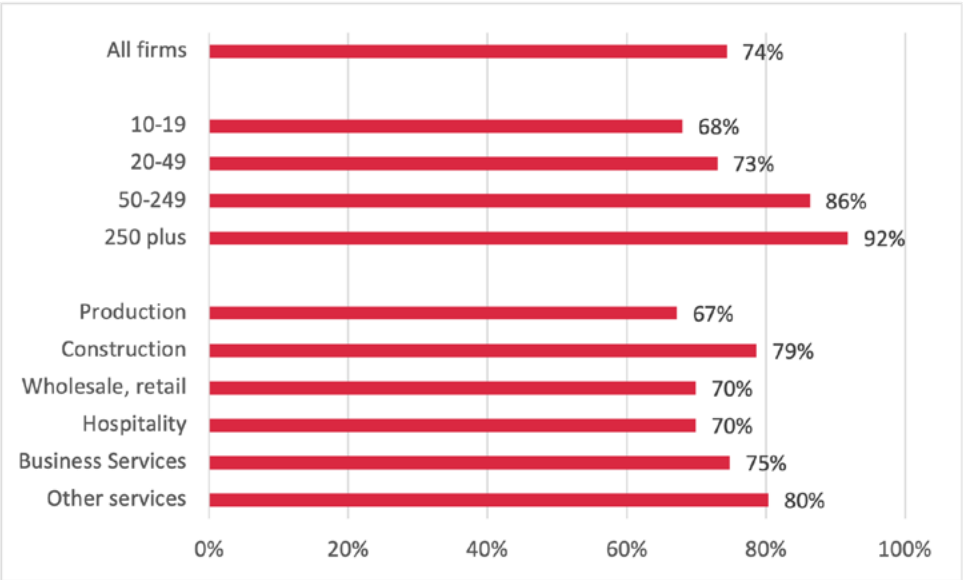
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2023

**Figure 3.11 Proportion of firms offering initiatives that encourage open conversations about mental health in the workplace, 2023, by firm size and sector**



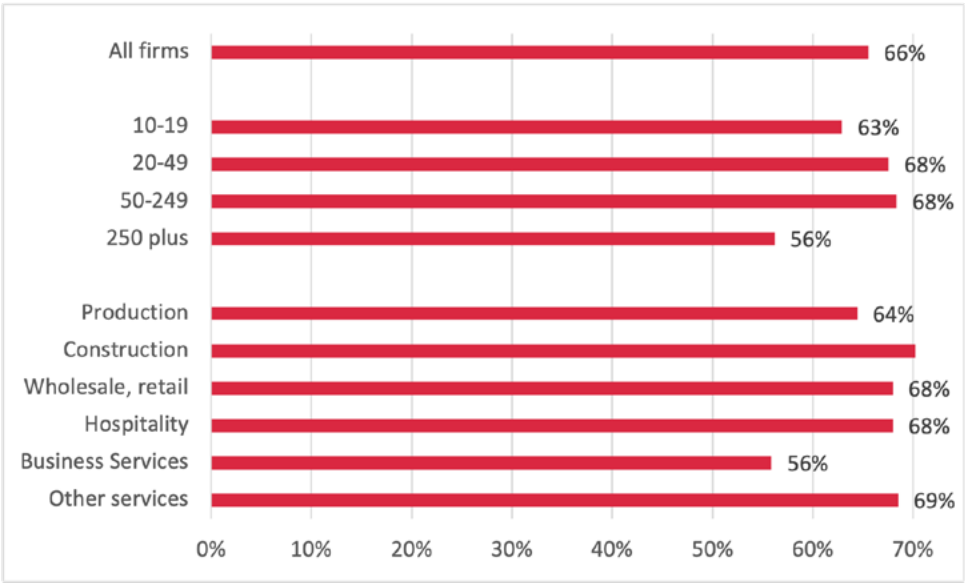
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2022

**Figure 3.12 Proportion of firms offering initiatives that run awareness raising for staff on mental health issues, 2023, by firm size and sector**



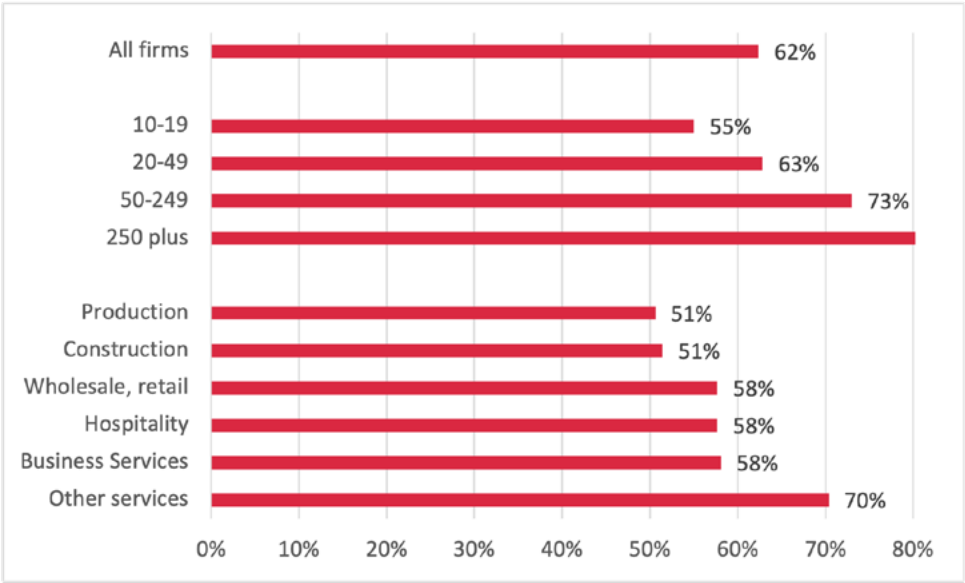
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2022

**Figure 3.13 Proportion of firms offering initiatives that carry out risk assessment/stress audits, 2023, by firm size and sector**



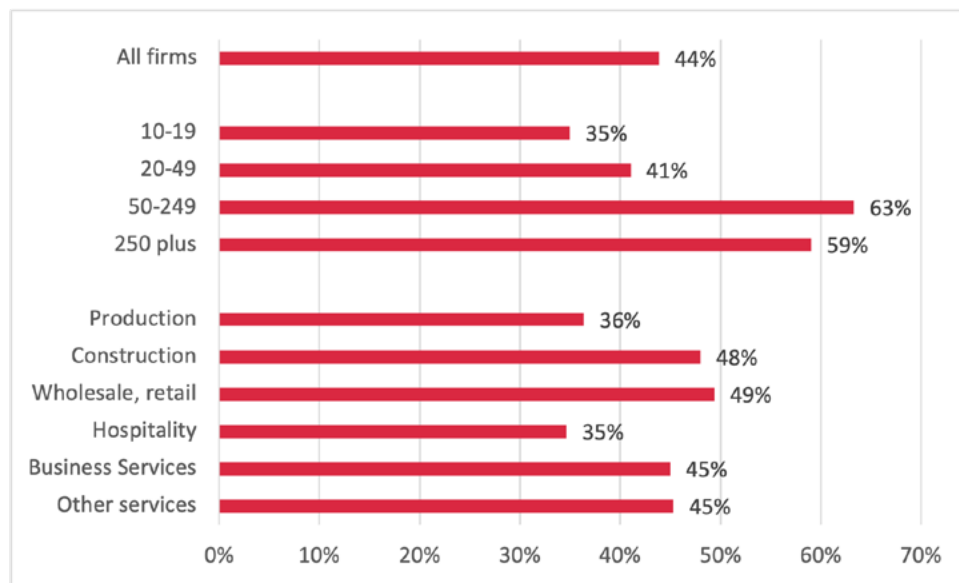
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2022

**Figure 3.14 Proportion of firms offering initiatives that train line managers in managing mental health, 2023, by firm size and sector**



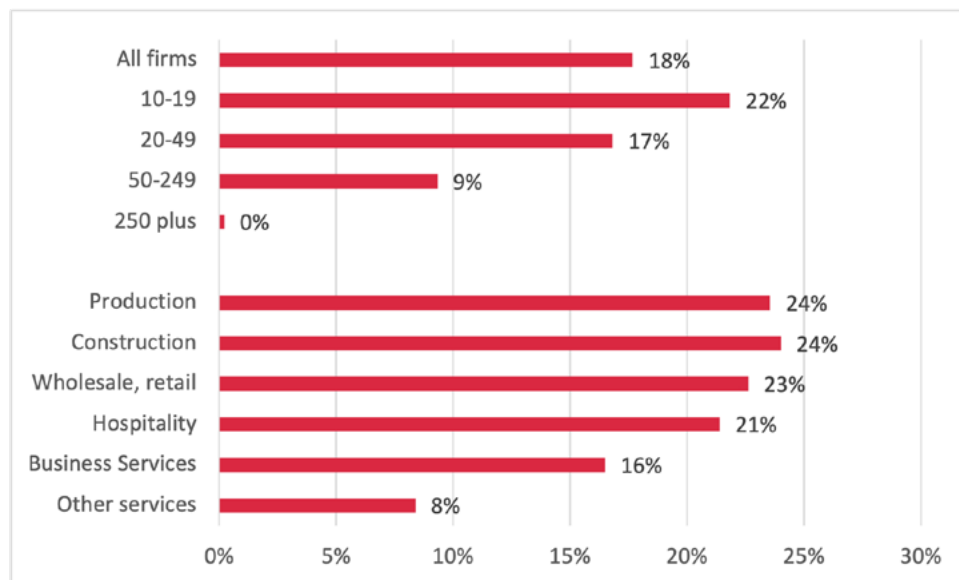
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2022

**Figure 3.15 Proportion of firms offering initiatives that have employee mental health champions, 2023, by firm size and sector**



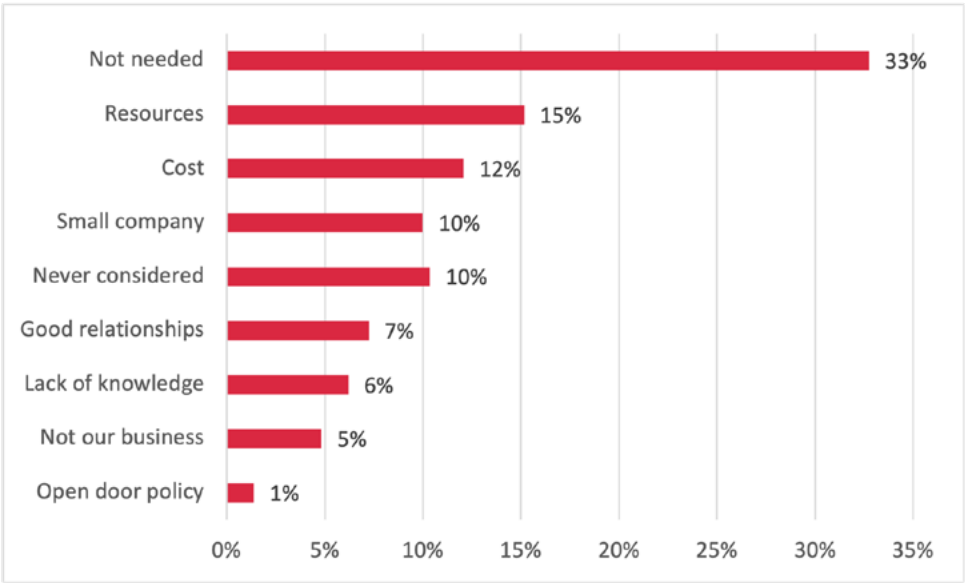
Base: 833 firms in 2020, 841 in 2021, 952 in 2022, 970 in 2022

**Figure 3.16 Proportion of firms that do not currently offer mental health initiatives and have no plans to offer them in the future, 2023, by firm size and sector**



Base: 1902 firms

Figure 3.17 Reasons given by firms for not offering mental health initiatives, 2023, all firms



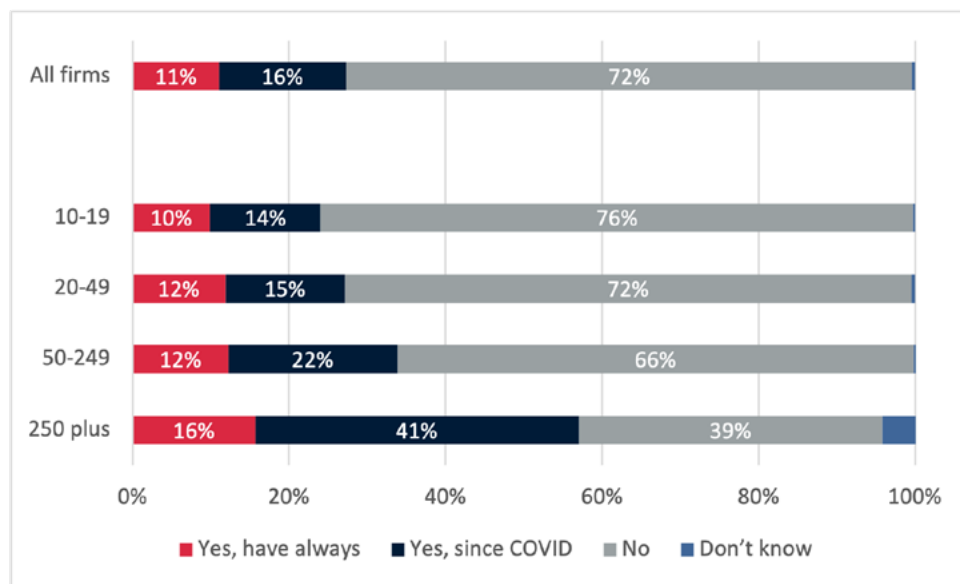
Base: 290 firms



## 4. Remote working

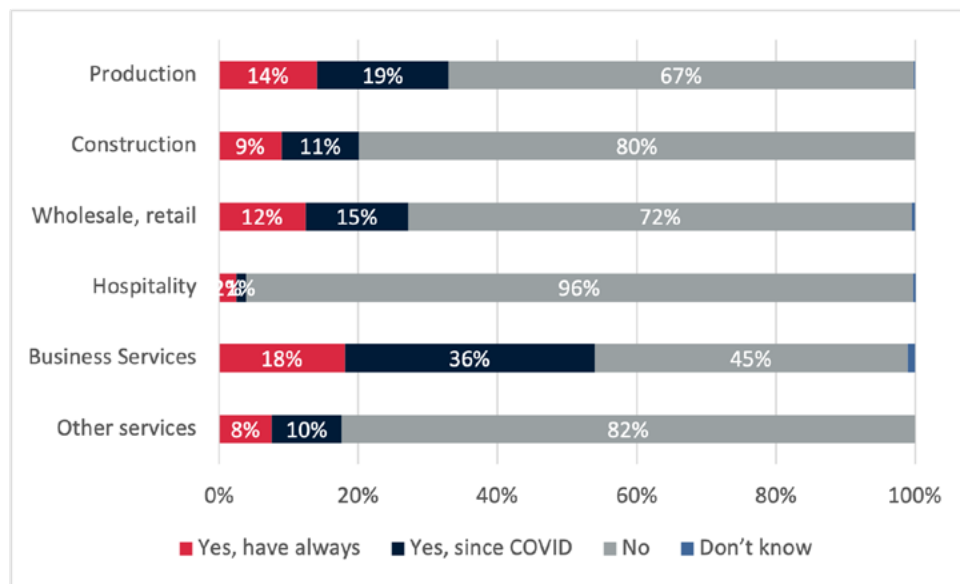
The COVID-19 crisis provoked 16% of firms to introduce remote working. 11% of firms say that they have always had some degree of home working, which means that in 2023, 27% of Midlands firms now have employees working remotely. Larger firms and those in the business services sector are more likely to report home working (Figures 4.1 and 4.2). Nearly eighty per cent of employers say that they encourage those working remotely to maintain a clear distinction between work and leisure time (Figure 4.3), with 88% doing so through informal reminders from line managers and 76% encouraging employees not to answer emails outside of working hours (Figure 4.4). In 70% of firms, the work-life balance message was communicated to employees in formal conversations with their line managers. Although 70% of employers believe that employees working from home are happier, 59% say that it makes teamworking more difficult and 47% think that employees who work remotely can struggle because they lack interaction with others (Figure 4.5).

**Figure 4.1 Proportion of firms with employees working from home, 2023, by firm size**



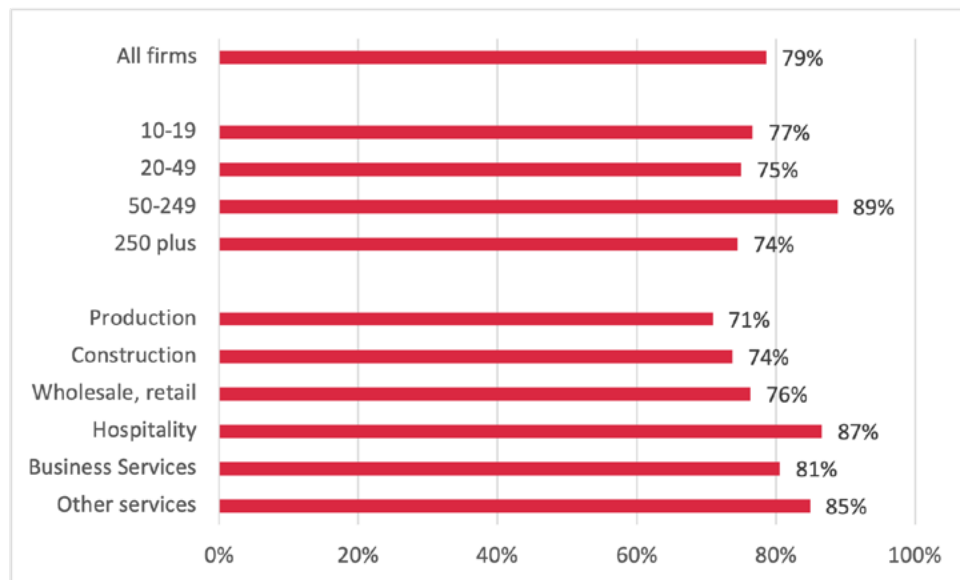
Base: 1902 firms

**Figure 4.2 Proportion of firms with employees working from home, 2023, by sector**



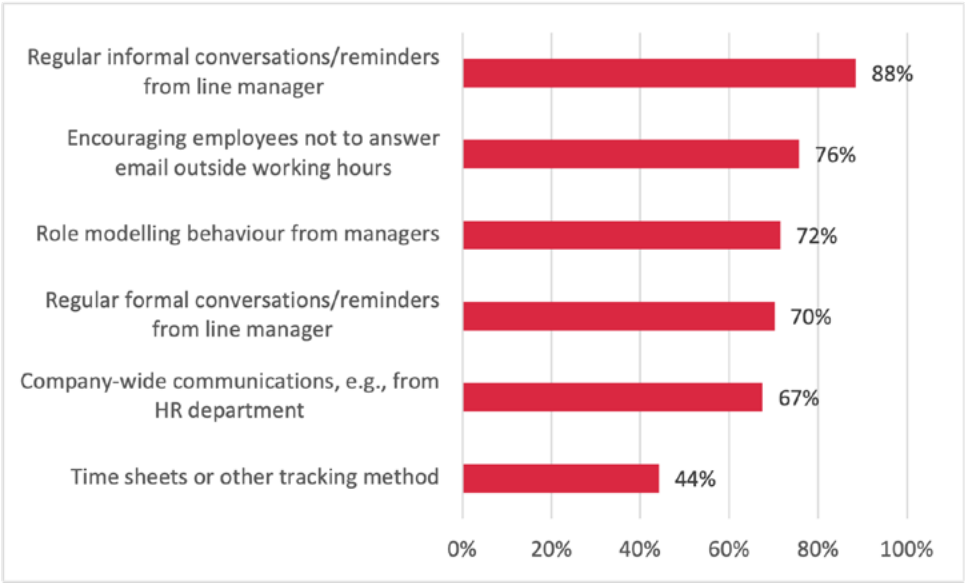
Base: 1902 firms

**Figure 4.3 Proportion of firms with employees working remotely that report that they encourage employees working at home to maintain a clear distinction between work and leisure time, 2023, by firm size and sector**



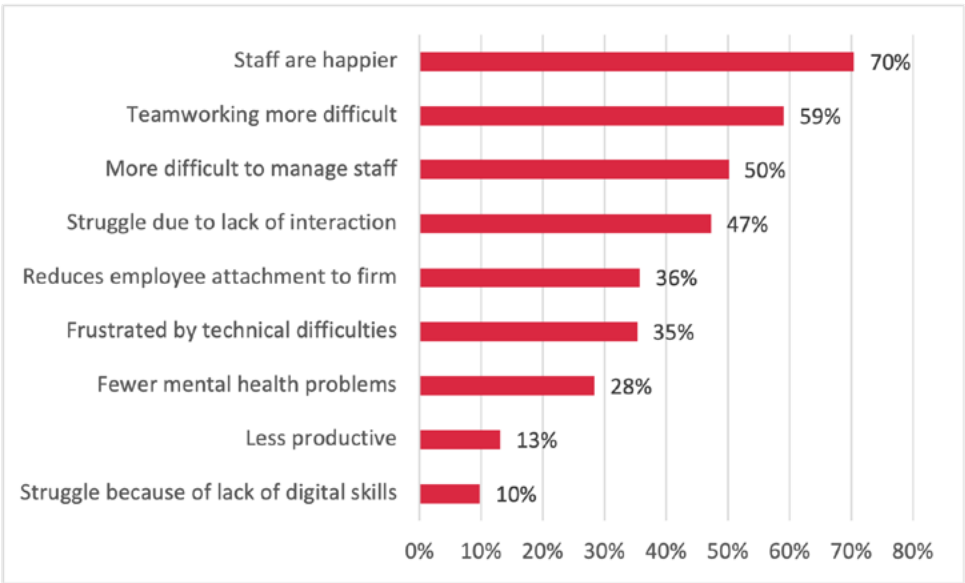
Base: 565 firms

**Figure 4.4 Ways in which employers encourage a clear distinction between work and home for those working remotely, 2023, all firms**



Base: 438 firms

**Figure 4.5 Reported effects of remote or hybrid working, 2023, all firms**



Base: 565 firms



## 5. Conclusions and recommendations for policy and practice

Mental health issues continue to make an impact in the workplace in Midlands firms. In this latest survey of Midlands employers, 27% of firms report that they experienced absence linked to mental health issues in the past 12 months. This compares to around 30% pre-pandemic, but while long term mental health sickness absence has decreased slightly, repeated absences have increased in firms of all sizes and in all sectors. More firms experiencing mental health sickness absence are noticing the effects of these, with 58% reporting impacts on their operations, up from 53% in 2022.

Presenteeism has risen sharply, from 21% in 2022 to 37% in 2023. The proportion of employers attributing presenteeism to working while unwell has grown from 55% in 2022 to 60% in 2023, and the proportion attributing it to working beyond contracted hours has risen from 71% to 79%. Presenteeism rose in firms of all sizes and in all sectors in the 2023 survey. The reasons are not clear, but an increase in working while ill could indicate that the increased cost of living is making employees less willing to sacrifice income. Alternatively, the increased costs of doing business may be driving job-protecting behaviours as employees fear redundancy through cost-saving measures. Increased remote working may have reduced employees' psychological detachment from work, which may also be driving presenteeism, as they find it more difficult to separate their home and work lives. It is also possible that remote working has made working while unwell more normalised, as employees can be present at meetings without fear of infecting colleagues or while their mental health issues preclude in-person attendance. Understanding what has driven this substantive increase in presenteeism is an area that merits further research, focusing on employees as well as employers.

Although nearly eighty per cent of firms acknowledge that employers have some responsibility for workplace mental health issues, considerably fewer have adopted strategic initiatives to address them, and only 18% say that they have a budget dedicated to mental health. Adoption of activities focused on workplace mental health varies by sector and firm size, with services firms and larger firms most likely to report that they offer activities of some kind. The most commonly adopted activities are practice-based initiatives such as encouraging open conversations about mental health, which is reported by 95% of firms. We observe lower uptake of activities that require financial investment, however, and although adoption of initiatives is generally increasing, progress is slow. Stress audits, which are a legal requirement as well as being important for the prevention of mental health issues, are absent in around a third of firms, which suggests that employers are more likely to adopt reactive initiatives than proactive ones. On a positive note, we see a significant jump in the proportion of employers that are training their line managers in dealing with workplace mental health. This is something that could provide the foundation for increased engagement with mental health initiatives at the employer level.

The COVID-19 crisis drove an increase in mental health issues in the UK that has persisted. In addition, a significant legacy of the pandemic is that new ways of working have emerged. Remote working is now present in 27% of firms compared to 11% pre-pandemic. This may have improved flexibility and work-life balance for some, but it may also have increased social isolation and decreased human interaction for others. Nearly 80% of firms report that they encourage staff working at home to maintain a clear distinction between work and leisure, but a large proportion say that they adopt informal methods to do this. To mitigate the effects of mental health issues, at both the individual and firm levels, persuading firms to engage fully with formal as well as informal activities and initiatives designed to address them should be a priority, for policymakers and business support organisations.

While signposting employers towards external resources and experts is undoubtedly useful, given the magnitude and persistence of these issues we argue that it is time for a more concerted approach. This may include financial incentives such as profit breaks on mental health support costs, to encourage employers to take a more formal approach. Our data indicates some considerable variation in uptake of mental health initiatives, with lack of engagement often linked to knowledge and resource constraints. This suggests that peer learning partnerships or networks may be a rich source of knowledge sharing, allowing firms that have already experienced the benefits of mental health activities to educate and assist non-adopters. Initiatives that support employers and employer groups to develop mental health activities and provision tailored for their own environments may motivate the persistent non-adopters, who often express the view that they simply don't need to address workplace mental health, to engage with this important issue.

# APPENDIX 1: Fieldwork

The 2023 survey was conducted using Computer Assisted Telephone Interviewing (CATI). This is proven to be the best means of reaching the appropriate personnel within a business, typically with much better response rates than administering an online survey. Within each organisation, the most senior person with responsibility for the health and well-being of workers was sought to be interviewed. The survey was conducted between 16<sup>th</sup> January 2023 and 5<sup>th</sup> May 2023. In total, 1,902 CATI interviews were completed, 906 in the East Midlands and 996 in the West Midlands. The profile of achieved interviews, broken down by region, size and sector are detailed below.

		East Midlands				West Midlands			
		Size				Size			
	Total	<10	10-19	20-49	50+	<10	10-19	20-49	50+
ABDE - Primary + Utilities	67	3	17	13	7	3	4	13	7
	4%	14%	4%	4%	4%	11%	1%	4%	5%
C - Manufacturing	347	5	75	56	32	3	82	72	22
	18%	23%	17%	19%	20%	11%	18%	21%	14%
F - Construction	136	1	32	19	19	2	38	15	10
	7%	5%	7%	6%	12%	7%	8%	4%	6%
G - Wholesale and Retail	291	7	75	32	16	7	82	58	14
	15%	32%	17%	11%	10%	25%	18%	17%	9%
H - Transportation and Storage	72	0	11	13	16	0	16	10	6
	4%	0%	3%	4%	10%	0%	3%	3%	4%
I - Accommodation and Food	210	0	50	34	15	3	49	41	18
	11%	0%	12%	12%	9%	11%	10%	12%	12%
J - Information and Communication	48	0	13	9	3	1	4	10	8
	3%	0%	3%	3%	2%	4%	1%	3%	5%
K - Financial and Insurance Activities	43	0	11	3	8	0	7	8	6
	2%	0%	3%	1%	5%	0%	1%	2%	4%
LMN - Business Services	328	2	69	50	15	6	98	57	31
	17%	9%	16%	17%	9%	21%	21%	16%	20%
PQ - Public Services	277	3	60	50	20	2	68	52	22
	15%	14%	14%	17%	13%	7%	15%	15%	14%
RS - Arts + Other Services	83	1	17	15	9	1	19	10	11
	4%	5%	4%	5%	6%	4%	4%	3%	7%
Total	1902	22	430	294	160	28	467	346	155

## Frequency weights

	East Midlands				
	10-19	20-49	50-249	250+	Total
ABDE - Primary + Utilities	20.8	22.3	37.5	6.7	21.9
C - Manufacturing	17.1	21.7	28.5	72.5	21.3
F - Construction	31.8	24.2	11.5	7.5	24.2
G - Wholesale and Retail	47.3	67.7	52.3	57.5	53.1
H - Transportation and Storage	64.5	36.5	22.8	-	41.0
I - Accommodation and Food	43.6	44.1	20.3	5.0	39.4
J - Information and Communication	28.1	28.9	41.7	-	30.6
K - Financial and Insurance Activities	25.0	43.3	7.1	15.0	21.4
LMN - Business Services	34.6	27.5	65.4	55.0	35.1
PQ - Public Services	44.0	59.2	101.3	39.1	59.1
RS - Arts + Other Services	45.6	33.0	30.0	10.0	37.3
	36.0	38.5	39.6	47.6	37.6
	West Midlands				
	10-19	20-49	50-249	250+	Total
ABDE - Primary + Utilities	64.3	19.2	20.0	-	32.6
C - Manufacturing	19.2	20.3	49.5	51.7	23.4
F - Construction	29.3	33.3	23.5	-	29.5
G - Wholesale and Retail	52.4	45.9	78.8	75.0	52.3
H - Transportation and Storage	63.8	55.0	65.8	105.0	63.0
I - Accommodation and Food	49.0	42.4	26.3	3.0	41.4
J - Information and Communication	97.0	32.5	25.7	25.0	44.1
K - Financial and Insurance Activities	54.3	23.1	15.0	-	33.1
LMN - Business Services	32.0	29.1	34.1	53.8	31.9
PQ - Public Services	47.5	62.9	119.5	39.1	64.3
RS - Arts + Other Services	49.8	54.5	28.9	17.5	44.8
	40.4	37.9	49.6	53.5	41.1



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