

References

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- (1) The test process demands increasing levels of automation as products become more complex. This inevitably means a reduction in the demand for unskilled operators in the test process.
- (2) The integration of CAD data with ATE for PCB and IC testing enables more complex designs to be tested while reducing the level of skilled and unskilled labour required at the test stage.
- (3) The increased sophistication of test equipment and the associated high investment cost increase the demand on the maintenance function.
- (4) Advances in robotic handling equipment and wider use of automatic storage and retrieval systems reduce the requirements for unskilled labour while increasing the demand for industrial and manufacturing engineers.

Conclusions

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Issues	Applications	Manpower Implications
Development of sensor technology	Efficient vision for robots	Increased requirement for specialised industrial engineers. Less unskilled labour will be needed to manipulate equipment before testing because robots will carry out this function.
New equipment	Faster testing/ Easier to program	Fewer technicians may be needed in the long run, due to increasing test automation.
Computer Aided Design	Automatic program generation for test equipment	In the future fewer electronic engineers will be required to program this equipment.
Computer Aided Manufacture	Management information systems	Less technician level skills required for data acquisition, because this can occur automatically. Increased need for people to analyse these data.
Automatic storage/ Retrieval	Automated guided vehicles	An automated guided vehicle will bring equipment to be tested from warehouse to the test station. This will result in less employment for unskilled workers and more for skilled industrial engineers.

Table III. Future Developments in Test Technology and their Manpower Implications

# Individual Propensities for Emotional Supportiveness within a Dual Career Context: Work and Non-work Reactions

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One challenge increasingly arising in individuals' personal lives is balancing life style and career to maintain a satisfactory long-term relationship with a spouse who also has a career. According to the Bureau of Census[1], there are more than 26 million married women in the workforce. By 1982 over half of all married women were employed outside the home, and fewer than 15 per cent of all US households acknowledged the father as sole wage earner and the mother as full-time homemaker. The unprecedented increase in the number of dual career families (from 9.3 million in 1950 to over 13.4 million in 1960, and 26.8 million in 1984) suggests a need to know more about the demands facing such households. Relatively few studies have investigated the relationships of work and non-work factors within the two provider or dual career family context[2]. Moreover, much of the existing research on dual careers is lacking in methodological rigour[3].

non-work roles[9] such that tensions in one role may correspond to tensions in the other. The presence of children, of course, increases the complexity and/or changes the nature of such roles in any family system[10].

Such thinking reflects an increasing regard for the proper relationship between work and family as traditional marriage patterns change in accord with new values. This paper explores interrelationships among variables relevant to work and non-work roles of persons operating within dual career contexts. Of interest here is the influence of emotional supportiveness tendencies on factors relevant to spouses within a dual career family situation. The present study views the dual career marriage as a supportive relationship requiring the sharing of information and skills. Indeed, sharing the provider role may be beneficial. Studying 54 dual career couples, Weingarten[11] found both partners intensely involved in each other and each other's career. Pertinent to the present research, mutual interdependence was an important strategy used by these couples in coping with the complexities brought by their dual career condition. In this connection, the role of the other spouse's orientations toward the dual career family has been suggested as an important factor in an individual's mental health[6]. As Kolb and Boyatzis[12] acknowledged, giving and receiving emotional support is far from a simple exchange; it is rather replete with psychological difficulties that can easily destroy a focal relationship.

The present investigation focuses on dual career spouses who possess a predisposition to *give* emotional support. Following the notion of helping relationships as developed by Rogers[13], it is expected that those dual career spouses who demonstrate a propensity for providing a high degree of emotional supportiveness will *themselves* experience more positive interactions. The significance of this logic lies in the reality that dual career marriages are best viewed as a complex interaction involving the giving *and* receiving of support. Clinical reports suggest that dual career relationships are a special case of interpersonal relationships in general, and that the norm of reciprocity governs all such relationships[14]. Well-adjusted couples alternate between giving and receiving emotional support in an effort to maintain harmony over the long run[15]. Within a dual career context, this norm should serve as an important stabilising function breeding good feelings, liking, and co-operation.

## Hypotheses

### Work-related Factors

Of the pressures facing persons in dual career contexts, perhaps none has been as widely recognised as the stress of handling and adapting to multiple roles. Attempted compliance with disparate role expectations from multiple sources (spouse, children, employer) has been found to have adverse effects on the work and family lives of dual career spouses[16]. While pressures arising from participation in multiple roles have been shown to influence detrimentally both life and job satisfaction, very little systematic research exists examining the connection between multiple role demands and extent of emotional supportiveness exhibited by individuals in dual career contexts[17]. Such supportive processes have been found to be instrumental in coping with multiple-role stress (eg. [7, 8]) and would seem beneficial in enhancing the work and family lives of persons with supportiveness tendencies.

Role-related stress has been repeatedly shown to produce symptoms such as tension, anxiety, apathy, and irritability[18]. To the extent that role incompatibilities are inherent in dual career situations, it can be expected that the resulting strain contributes to work discord. That such conflict should be greater in dual career families and impact work-related areas such as job satisfaction, job-related tension, and perceived desirability of terminating employment is generally recognised[2]. In this connection, Greenhaus and Beutell[16] suggest that the absence of emotional supportiveness in a family unit may directly contribute to increased work dissension.

... traditional sex roles inevitably must be redefined to cope with pressures and conflicts...

Based on previous dual career research and the preceding arguments, the following set of work-related hypotheses was generated: in contrast to those who exhibit a low propensity for providing emotional supportiveness, dual career spouses who exhibit a high propensity for providing emotional supportiveness will experience:

- (1) Greater overall job satisfaction,
- (2) Lower job-related tension,
- (3) Less likelihood to terminate employment.

### Non-work-related Factors

Given that both spouses in dual career marriages have duties beyond the typical 8-hour work day, modifications in the functioning of the family unit are inevitably necessary[3]. Most notably, since the family lives of married working couples are organised around two careers rather than one, traditional sex roles inevitably must be redefined to cope with pressures and conflicts resulting from joint career and family obligations. The need for such redefinition suggests that dual career spouses are likely to experience difficulties in adjusting to each other at given times. It seems reasonable that emotional supportiveness would diminish the pressures in contexts where persons simultaneously maintain a household and a career. This reasoning is indirectly evidenced by the finding that a high level of spouse support is inextricably linked to beneficial outcomes (eg. [19, 20]).

Of frequent interest is the quality of overall life satisfaction experienced by married working couples (eg. [21, 19, 7]). Spouses carry the double duty of work and family commitments. Thus, as discussed, their personal lives are likely to be pressured, conflict-ridden, and occasionally dissatisfying[3]. Admittedly, a certain degree of conflict and dissatisfaction stemming from dual career demands may be offset in whole or in part by career satisfactions, increased financial rewards, and personal growth. But it still seems that both men and women whose spouses are involved in

their own careers may be affected by the periodic unavailability of their spouses' presence (ie. emotional supportiveness).  
Based on prior studies and the arguments above, a further set of hypotheses can be stated: in contrast to those who score low in propensity for providing emotional supportiveness, dual career spouses who exhibit a high propensity for providing emotional supportiveness will experience:

- (4) Greater marital adjustment,
- (5) More positive impact of job on home and family,
- (6) Greater overall life satisfaction.

### Method

#### Sample and Data Collection

Participants in this study consisted of 116 male and 226 female dual career spouses identified as part of a large national research programme. Ninety-eight per cent were 20 to 59 years old, with most in the 20-29 (25 per cent) and 30-39 (44 per cent) age ranges. Some 95 per cent were white. Over 90 per cent held college degrees. Subjects were randomly selected from the membership list of the American Society of Certified Public Accountants, Association of Government Accountants, National Association of Accountants, and American Society of Women Accountants and queried by mail. Key variables used to select subjects were dual career status, level of career training, and current employment. Participants were defined from questionnaire data as individuals belonging to families in which both spouses were engaged in full-time employment outside the home that involves advanced training. These criteria make a distinction between dual career family units in which both spouses have invested substantial time and training in their work and therefore have presumably developed an occupational identity and those dual career family units to which the opposite applies[6]. As explained above, the focus of analysis was individuals who were operating within a dual career context.

### Measures

*Overall job satisfaction* was measured by the Minnesota Satisfaction Questionnaire, Short Form[22]. For purposes of the present study, only the 20 general satisfaction items were utilised. Response alternatives were scored using a 5-point response mode ranging from (1) "not satisfied" to (5) "extremely satisfied", and by averaging across all items. *Job-related tension* was assessed by a 9-item instrument taken from Lyons[23]. Developed from a longer list used by Kahn, Wolfe, Quinn, Snook, and Rosenthal[24], the items gauged the frequency with which subjects reported feeling bothered by work-related factors. Seven response categories (coded from 1 to 7) ranged from (1) "very rarely, 0-14%" to (7) "continually, 86-100%". Items were averaged to yield a single tension score.

*Likelihood of terminating employment* was determined with an adaptation of a three-item index developed by Lyons[23]. Response alternatives to each item were coded from 1 to 6 and averaged so that the greater the score, the greater the likelihood to leave.

**Table I. Means, Standard Deviations, Reliabilities, and Intercorrelations for Study Variables<sup>a</sup>**

Variable	M	SD	1	2	3	4	5	6	7
1. Overall Job Satisfaction	63.64	11.62 (.91)							
2. Job-related Tension	2.36	.97	-.45 (.82)						
3. Likelihood of Terminating Employment	2.63	1.60	-.70	-.47 (.92)					
4. Marital Adjustment	7.24	1.77	.09	-.14	-.09 (.78)				
5. Impact of Job on Home and Family	3.01	.78	.26	-.46	-.35	.24 (.78)			
6. Overall Life Satisfaction	.00	.90	.45	-.40	-.68	.42	.43 (.89)		

<sup>a</sup>Correlations in this table  $\geq \pm .14$  are significant at the .01 level (two-tailed test).  
<sup>b</sup>Not applicable.

Notes. Coefficient alpha reliability estimates are shown in parentheses on the main diagonal. Sample size for pairwise correlations range from 321 to 342 due to missing data.

In the present study, the former factor — Value Orientation — is viewed as embodying aspects of emotional supportiveness important to persons in a dual career context. Items in scales comprising this factor tap content categories such as psychological maturity, trust, and concern. It should be noted that emotional supportiveness as a behaviour is not being directly measured. Rather, a dimension of personality indicating a propensity to provide emotional supportiveness is being assessed. In this regard, however, research directly linking PES with various manifest behaviours that comprise the emotional supportiveness complex is available. For instance, Genthner and Jones[35] report finding significant relationships between scales comprising PES and observed ratings of personal responsibility. Likewise, Borden and Francis[31] have found that individuals high in PES (Value Orientation) are more likely to become involved in social issues. Within a dual career context, personal responsibility and involvement activities could be expected to find expression in emotionally supportive behaviours necessary to the dual career relationship. Other research has shown that PES (Value Orientation) is highly related to locus of control, with high scorers possessing greater internal[36]. Upon committing themselves to a dual career condition, "internals" who tend to see consequences as dependent upon their own actions, could be expected to promote actively their dual status through requisite supportive behaviours.

**Data Analyses**

A multivariate analysis of variance (MANOVA) was performed using PES as the independent variable. Dependent variables corresponded to the two sets of hypotheses previously outlined. Multivariate analyses of covariance (MANCOVA) were also performed to determine whether PES effects might be influenced by variables found to be important in dual career contexts (i.e. number of years married, number of children, and ages of children). These procedures take into account correlations among dependent variables and by considering their simultaneous impact reduce the occurrence of spurious effects. Univariate tests for differences between independent means were computed to determine the importance of PES to specific work and non-work variables.

*Marital adjustment* was measured by the Locke-Wallace Scale, Short Form[25]. Each of the scale's 15 items have three to seven specified response categories which vary according to particular item. The scale contains items which are intended to measure (a) agreement between spouses on various family matters, such as finances, funds, philosophy of life, and ways of dealing with in-laws, and (b) general marriage satisfaction (eg. "How happy are you with your present marriage?" "Do you ever wish you had not married?"). *Impact of job on home and family* was gauged by an 8-item index adapted from scales developed by Burke, Weir, and DuWors[26]. Respondents indicate the degree to which their job affects their home and family life. Response alternatives (coded 1 to 5) ranged from "strong negative impact" to "strong positive impact" and are averaged to yield a single score.

*Overall life satisfaction* was measured using the Quinn and Shepherd Quality of Life Scale[27]. An 8-item instrument, this scale assesses overall life satisfaction through a number of more specific moods or affects. None of these items relates to satisfaction derived from one's work. Responses were coded from 1 to 7, standardised following scale instructions, and averaged so that the greater the score, the greater the overall life satisfaction.

*Propensity for providing emotional supportiveness (PES)* was assessed using the California Psychological Inventory[28]. Because the CPI's 16 scales are moderately intercorrelated, researchers have striven to uncover its underlying factor structure[29]. A factor analytic study by Nichols and Schnell[30], cited by Gough as particularly sound, identified two basic factors. The first, Value Orientation, includes scales measuring psychological maturity, trust, and a concern for others. Value Orientation has been found to correlate negatively with a variety of other indices indicating maladjustment and emotional instability. The second factor, Person Orientation, consists of scales measuring the familiar extraversion-introversion dimension and has been found to correlate with a variety of factors associated with activity and outgoingness. That these factors are fundamental is underscored by other studies which have used or supported the factor interpretation and structure reported by Nichols and Schnell (eg. [31, 32, 33, 34]).

**Table II. Tests of Differences between Means of Work- and Non-work-related Variables for Dual Career Spouses Under Conditions of High and Low Propensity for Providing Emotional Supportiveness**

Variable	Males				Females					
	M	SD	High	Low	t-Value	M	SD	High	Low	t-value
Work-related	64.21	11.09	60.51	10.89	1.75*	66.46	12.12	61.63	11.09	3.05**
Job-related Tension	2.00	.78	2.58	.92	-3.62***	2.20	.91	2.64	1.02	-3.33***
Likelihood of Terminating Employment	2.38	1.46	3.36	1.69	-3.34**	2.29	1.47	2.83	1.64	-2.61**
Non-work-related	7.56	1.94	6.61	1.67	2.75**	7.59	1.60	6.95	1.77	2.83**
Marital Adjustment	7.56	1.94	6.61	1.67	2.75**	7.59	1.60	6.95	1.77	2.83**
Impact of Job on Home and Family	3.38	.81	2.84	.65	4.03***	3.11	.76	2.75	.73	3.59***
Overall Life Satisfaction	.13	.69	-.50	.98	3.88***	.34	.84	-.23	.86	4.93***

Note: Sample sizes for high and low supportiveness groups were as follows: High males (N=66); low males (N=50); high females (N=120); low females (N=106).

\*  $p < .05$ , one-tailed test.  
 \*\*  $p < .01$ , one-tailed test.  
 \*\*\*  $p < .001$ , one-tailed test.

Individual hypotheses were tested by dividing the subjects into high and low PES subgroups formed through median splits. Acknowledging cautions concerning the comparison of males and females on the personality factor employed in the study [37], subgroup comparisons were conducted within gender delineations. Since all hypotheses were directional, one-tailed significance tests were employed.

**Results**

Variable means, standard deviations, and intercorrelations for the total sample are presented in Table I. Coefficient alpha reliability estimates are displayed in parentheses along the main diagonal of the correlation matrix. All correlations are clearly meaningful within the conceptual framework of the study and consistent with findings of previously cited research. Reliabilities are generally good, ranging from .92 to .78.

Results showed a significant multivariate effect for PES in the case of both males  $F(6, 103) = 5.25, p < .001$ , and females  $F(6, 201) = 4.87, p < .001$ , using the Wilks' Lambda criterion. The outcome of univariate tests to determine the differential effect of PES on the selected work and non-work variables is depicted in Table II. For work-related variables, it was hypothesized that overall job satisfaction would be greater, job-related tension lower, and likelihood of terminating employment less for individuals exhibiting higher PES. As predicted, males and females who were higher in PES reported significantly greater overall job satisfaction, significantly lower job-related tension, and significantly less likelihood of terminating employment. For non-work variables, impact of job on home and family more would be greater, marital adjustment less, and overall life satisfaction higher in PES. As predicted, males and females who were higher in PES reported significantly greater overall job satisfaction, significantly lower job-related tension, and significantly less likelihood of terminating employment. Thus, the findings reported here do not appear to have been caused solely by method variance.

positive, and overall life satisfaction greater for dual career spouses who scored higher in PES than for those who scored lower in PES. All three hypotheses were supported thus affirming the importance of enabling processes in the dual career context for both males and females.

Because it was expected that number of years married, number of children, and ages of children might influence PES, measures of these variables were collected and treated as covariates in a multivariate analysis of covariance (MANCOVA). Analyses showed that none of these variables had any influence on the pattern of results for either males or females.

Additionally, a *post hoc* check on the potential impact of common method variance was conducted. Since the PES and criterion measures were collected in the same questionnaire, it is possible that a response set could have occurred such that persons responding to the CPI in one way may have tended to respond to the criterion variables in some associated manner. The check involved using job satisfaction as an indicator of a person's overall affective response state. Satisfaction was chosen for this purpose because (a) its influence has been examined within method variance contexts (e.g. [38]) and (b) it has been used in the removal of common method variance from overlapping constructs (e.g. [39]). An ANCOVA was performed with overall job satisfaction as a covariate, PES as a categorical variable, and the remaining study variables as criteria. The analysis for males indicated the same pattern of results as reported in Table II and one difference for females (likelihood of terminating employment). Thus, the findings reported here do not appear to have been caused solely by method variance.

The present results support the notion that in contrast to those who score lower in PES, dual career spouses who exhibit a high PES experience less personal discontentment in both work and non-work interactions. That this belief applies equally to males and females suggests that the benefits of possessing a propensity to give emotional supportiveness extend across gender lines, enabling individuals operating in dual career contexts to prosper as both career persons and marriage partners. Heretofore, researchers have primarily focused on the benefits derived by those who receive emotional support and have overlooked the importance of dual career marriages as a helping relationship requiring the sharing of information and skills (cf. [40, 41]).

Such sharing may be viewed as a form of personal growth in which at least one of the parties has the intent of promoting the development, improved functioning, and improved 'coping with life' of the other[13]. The advantages derived from providing such emotional supportiveness are likely to surface in several ways. For instance, it seems probable that by discussing and thinking about the problems facing others, those who provide emotional supportiveness would naturally examine how they are attempting to resolve these problems in their own lives. Concomitantly, the same drive that prompts certain individuals to be emotionally supportive in work and non-work interactions is likely to encourage them to restructure problem areas in their own lives. This notion flows from the previously mentioned findings that those who score higher in emotional supportiveness proclivities are more likely to see themselves as determining their own actions[36].

Appropriate problem reconstruction is important for psychological well-being and provides a role model of someone who copes with the vagaries of life. In such circumstances, both the individuals who provide emotional supportiveness and those with whom they interact benefit. Considering the type of interactions required within dual career couples, it is logical to argue that those spouses who exhibit high PES are better suited to a collegial marriage relationship which allows for the development of separate career identities and for a sharing of economic power. Future research to discuss how these interactions may be made more effective clearly seems appropriate.

There are other important issues that may bear on future work concerning dual career spouses and emotional supportiveness. Like many studies examining dual career contexts, the data were collected from a professional sample, so their applicability to the general dual career population is unknown. Resolution of this question is complicated on two counts. First, fewer professional women seem to be satisfied with traditional marriages[3]. Second, husbands of managerial/professional women have been found to experience more intense work-family conflict than husbands of non-managerial/non-professional women[42]. A second issue is family size. Although the MANCOVA results showed no influence in this regard, the presence or absence of children and the age of children have been shown to be important predictors of the quality of marital negotiations[16]. As Osherson and Dill[43] observe,

... compromises and adjustments required are not always easy or conflict free

parenting introduces new responsibilities into a marriage. These responsibilities inevitably require role divergence; consequently, dual career couples must set priorities, make choices, and accept tradeoffs. The compromises and adjustments required are not always easy or conflict free. Future research might examine the effect of parenting on the amount of emotional supportiveness available in dual career marriages. Greater time demands caused by accommodating one's children would likely render working spouses less able to provide emotional supportiveness to their working marriage partner[44].

A final issue for future research concerns career maturity. Working couples who are just beginning their careers are typically involved in establishing reputations and "learning the ropes". Couples who have spent more years as dual wage earners and have repeatedly faced the dilemmas common to two-income households would be expected to have developed coping skills and thus be better able to direct their attention to elaborating both their marriages and occupational roles. They could be considered what Sekaran[7] has termed "survivors" who, in all likelihood, have resolved major problematic issues as a family unit. Dual career couples just entering their marriages and careers may find that the impact of work- and non-work-related variables is so strong as to dissolve their marriages or force them to become a single career family. Longitudinal studies should be encouraged in order to explore this possibility and, as necessary, to develop skills for sensitizing dual career partners to each other's emotional supportiveness needs. Role-playing exercises could be a helpful tool in this regard. Having working couples re-enact common dual career dilemmas would aid in the learning of positive resolution skills and provide them with a sense of mutual support and commonality[20]. Moreover, such exercises would allow a better understanding of what each partner is prepared to do for the other's career.

In conclusion, the present research clearly supports the belief that work and personal life overlap. A more complete understanding of the dynamics of successful functioning in a dual career situation awaits further study. Additional research is needed to identify the diverse sources of emotional supportiveness, as well as strategies for coping with other problematic aspects of the dual career life style. In any case, there seems to be little question that individuals enmeshed within dual career contexts must be willing to make accommodations and provide the necessary support if their work and non-work relationships are to function successfully.

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# Basic Needs and the Manpower Dilemma of Kuwait

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The literature has more than exhausted the issue of growth versus basic needs. The conventional growth oriented strategies of the fifties and the sixties supported the "trickle-down" argument whereby the masses are supposed to benefit indirectly from growth. Yet evidence has shown the effects to be very weak. It was in that context that attention shifted towards meeting the basic needs of the population. The growth proponents criticised the basic needs logic because it emphasises consumption and redistribution at the expense of production and investment. It therefore sacrifices future development for current welfare. The counter-argument stresses that meeting the basic needs of the population brings about improvements in productivity and income. Many case studies have demonstrated that if the objectives of basic needs and income distribution are pursued rationally, economic growth is not at stake.

This paper goes beyond this controversy and evaluates the labour market effects of basic needs satisfaction. The analysis is carried out in relation to Kuwait whose experience is of interest not only to its people, but has potential lessons for a unique grouping of developing countries — the oil-exporting Arab Gulf States. With the highest per capita incomes in the world, they represent perfect targets for the fulfilment of basic needs.

Most of the research on the topic has thus far been concerned with conceptual and methodological issues for basic needs in the context of development planning. Little work has been done in evaluating the labour market effects of such a strategy. To glamorise the satisfaction of basic needs as a major achievement without carefully assessing its consequences is very misleading. The present study presents a case study approach and evaluates the labour market implications of basic needs provision in relation to Kuwait. The findings should, therefore, enhance our understanding of basic needs in the context of development planning.

The study is structured into three parts: the first part reviews Kuwait's basic needs profile; the second part assesses the basic needs strategy and analyses the various aspects of the manpower dilemma it has generated; the third part discusses the policy implications with recommendation for corrective action.

## The Basic Needs Profile

In general, basic needs are defined to encompass the essential requirements for a decent life and are considerably above the minimum needed for bare subsistence. As such, they include material needs (food, water, housing) and non-material needs (education, health, participation, equality, human rights, and self-reliance). The satisfaction of basic needs is not an end in itself and, therefore, not separable from how these needs are satisfied. The concept is country-specific and relates to overall economic and social development. Two prerequisites are necessary: the physical availability of goods and services for the satisfaction of needs and the access to such goods and services. The provision and distribution of public services become crucial if the basic needs of the vast majority of the population are to be met. In various country experiences some common factors are recognised as essential to the successful meeting of basic needs. They are:

- (1) political commitment;
- (2) a fairly equitable distribution of physical assets, particularly land;
- (3) participation of women.

The government of Kuwait is openly committed to a basic needs strategy. The availability of oil revenues has made the provision of basic needs possible. A high per capita income meant greater national expenditures on goods and services to meet the people's basic needs. The government has indulged in excessive spending for that purpose. In 1974, the size of the appropriations mounted to 19 per cent of the oil revenues and reached 51 per cent in 1984. "Core" basic needs as identified by the World Employment Conference, i.e. food, housing, water, sanitation, health and education, are all extended through the public sector in Kuwait[1]. The government of Kuwait has generally followed an expansionary fiscal policy. Over the past decade, the size of the appropriations has significantly increased for those programmes that cover both nationals and non-nationals. In 1983, the highest public expenditure allotments were extended to education (\$792 million), health care (\$607 million), electricity (\$194.5 million), and food (\$135 million). The phenomenal rate of growth of the latter (45 per cent) over the period 1973-1982 to match a doubling population cannot be ignored. In 1970, educational expenditures represented only 2.2 per cent of GDP and increased to become 14 per cent of GDP by 1983. An increase of 600 per cent in the share of GDP directed to education over one decade is remarkable. It exceeds that of the US which experienced an increase of only 160 per cent in the share of national product directed to education over the period 1930-70[3]. Per capita costs of education (\$473), health (\$364) and food (\$85) are high. In the utilities area, the consumer pays only an insignificant fraction of the production costs: electricity (0.07 per cent), water (0.17 per cent), and gas (0.4 per cent).

The housing, land acquisition, and cash programmes are restricted to nationals. Almost half of the Kuwaiti population has enjoyed the consumption of public housing in one form or another. From 1976 to 1983, the housing subsidy increased from two to four million dollars. The government, through the land acquisition programme, purchases privately owned land at highly inflated prices as one way to redistribute the oil revenues to the people. But, since the owners of the land are the wealthy, they have the power to