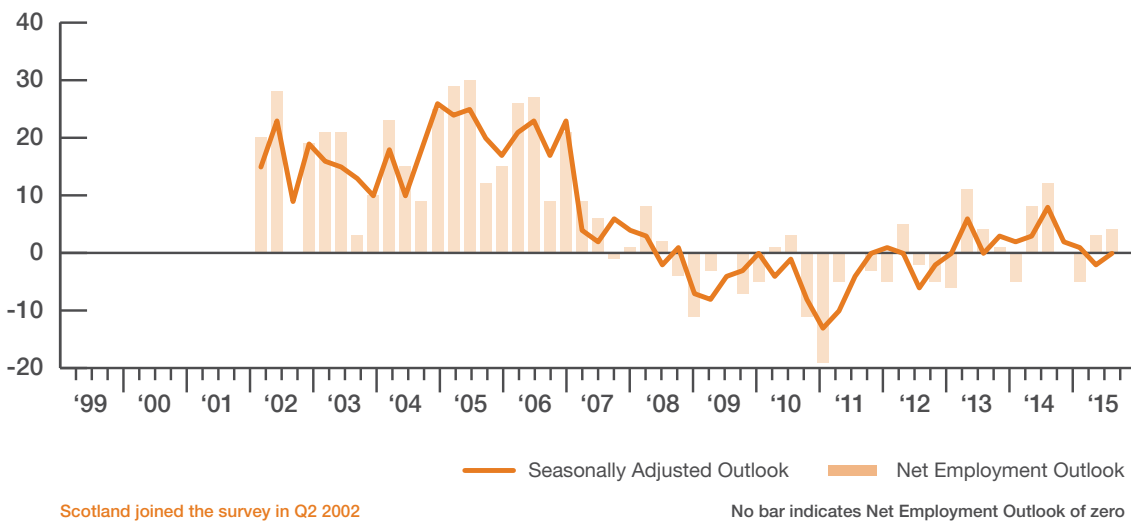




Manpower®

A quiet outlook for jobs in Scotland

At 0%, the Employment Outlook for Scotland continues to reflect employer caution when it comes to the prospects of job creation. In the third quarter of 2015 employer hiring intentions have recovered from their gloomy assessment of three months ago, but remain stagnant. This stands in stark contrast to the rest of the country where employers in every other region have a more positive outlook.



Q3 2015

Scotland employment snapshot*

Average weekly pay

At **£560**, average weekly pay in Scotland is £16 lower than the national average making Scotland the fourth best-paid region in the country.

Hiring Outlook

For the third quarter of 2015, the Net Employment Outlook in Scotland stands at **0%** versus a National Outlook of +6%.

Employment

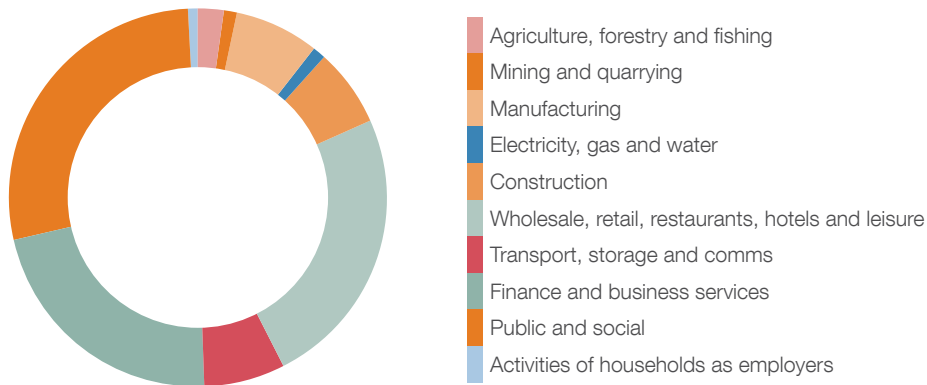
At **74.5%**, the rate of employment in Scotland remains above the national average (73.6%) and has seen an increase of 1.2 percentage points since the same period last year.

Unemployment

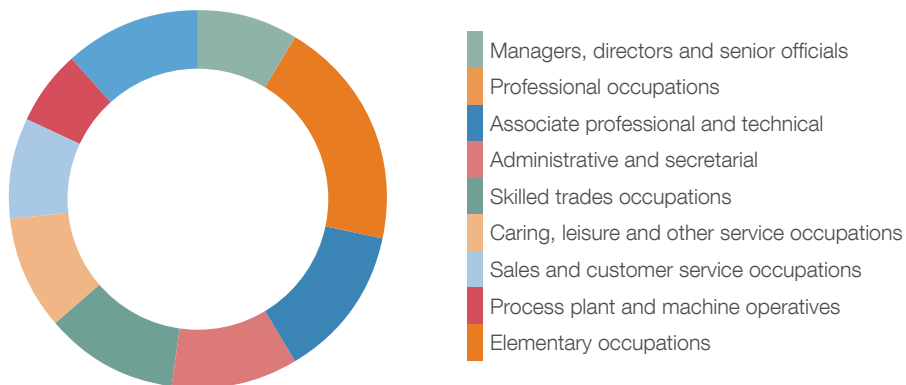
Unemployment in Scotland is currently **6.0%**, which is markedly higher than the national average of (5.5%).

2015
Q3

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Within Scotland, we have seen a change in employer behaviour. Organisations are predominantly recruiting for permanent job opportunities and are either reducing their temporary workforce numbers or keeping them static. At the same time, we are seeing employers offer permanent contracts where they previously would have offered a long-term temporary contract.

We are seeing a significant demand for customer service, administration and managerial staff. Employers are becoming more confident about recruiting, but may require guidance both in terms of remuneration packages. As the market becomes increasingly candidate-led, employers need to be aware that candidates can often have more than one job opportunity to pick from – hence, an efficient hiring process is now more important than ever.