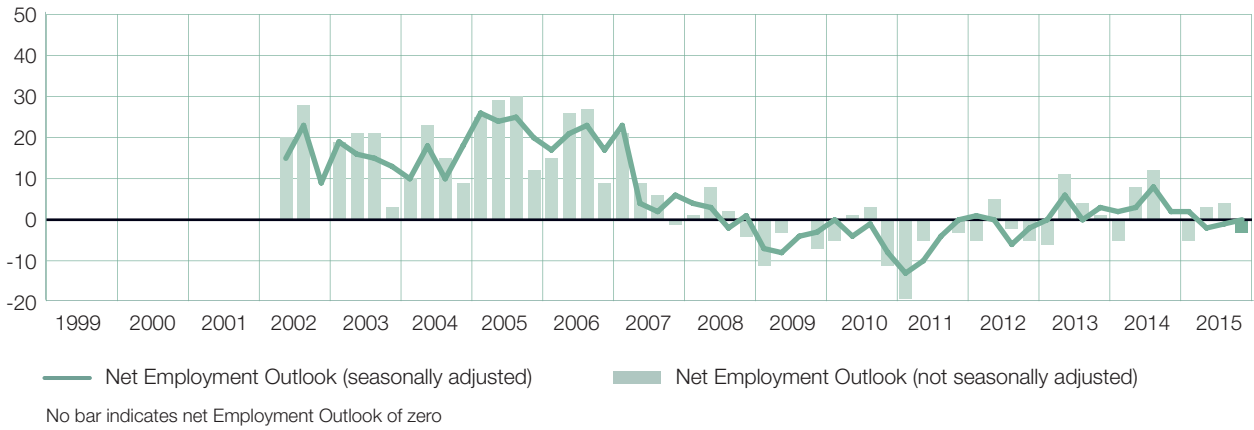




Scottish hiring intentions are in neutral territory

At 0%, the Employment Outlook for Scotland continues to reflect employer caution when it comes to the prospects of job creation. In the fourth quarter of 2015, employer hiring intentions have recovered from their disappointing assessment of six months ago, but remain strictly limited. This stands in stark contrast to other parts of the country where employers have a more positive Outlook.



Q4 2015

Scotland employment snapshot

Average weekly pay

At **£556**, average weekly pay in Scotland is £24 lower than the national average making Scotland the fourth best-paid region in the country.

Employment

At **74.1%**, the rate of employment in Scotland remains above the national average (73.4%) and has seen an increase of 0.7% since the same period last year.

Hiring Outlook

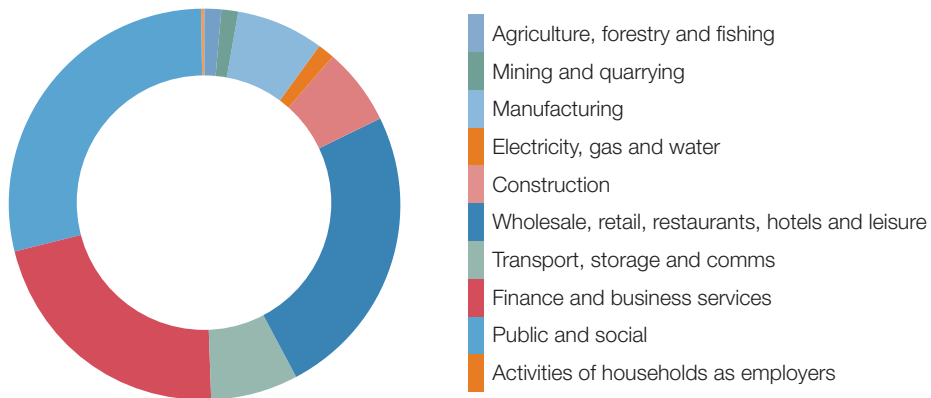
For the fourth quarter of 2015, the seasonally adjusted Net Employment Outlook in Scotland stands at **0%** versus a national Outlook of +4%.

Unemployment

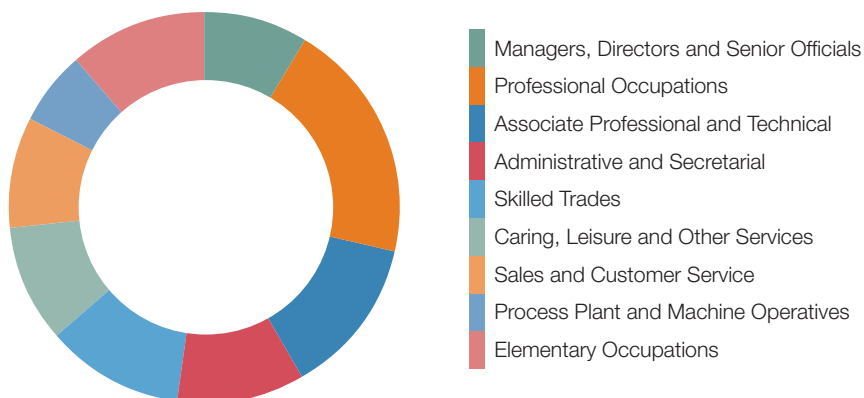
Unemployment in Scotland is currently **5.6%** and is in line with the national average.

Q4 2015

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Over the past quarter, there has been a lot of positivity in the marketplace, despite the impact of lower oil prices. One type of business performing particularly well is outsourcing companies. These businesses mainly provide call centre services, and as a result, there is strong demand for candidates with customer service or outbound sales skills and experience.

However, skills shortages persist across Scotland, and as the market turns increasingly candidate-led, those with in-demand skills are all the more confident about the roles they apply to and the offers they accept. Clients, meanwhile, seem keener than ever to retain the talent they already have. For many this has meant making increasingly generous counter offers for those considering an opportunity elsewhere.