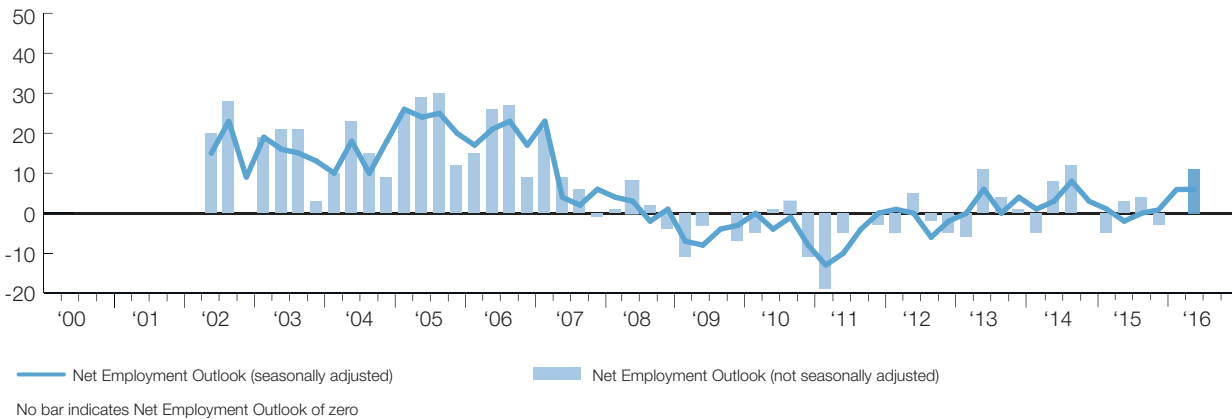




Manpower®

# Scottish hiring intentions remain optimistic

After experiencing a substantial period of subdued optimism about job creation throughout 2015, this year has seen a change in sentiment across Scotland. With an Employment Outlook +6% for the second quarter of 2016, hiring intentions amongst Scottish employers continue to remain positive.



Q2 2016

## Scotland employment snapshot

### Average weekly pay

At **£558**, average weekly pay in Scotland is £21 lower than the national average, making Scotland the fourth best-paid region in the country.

### Employment

At **74.8%**, the rate of employment in Scotland remains slightly above the national average (74.1%) and has seen an increase of 0.4% since the same period last year.

### Hiring Outlook

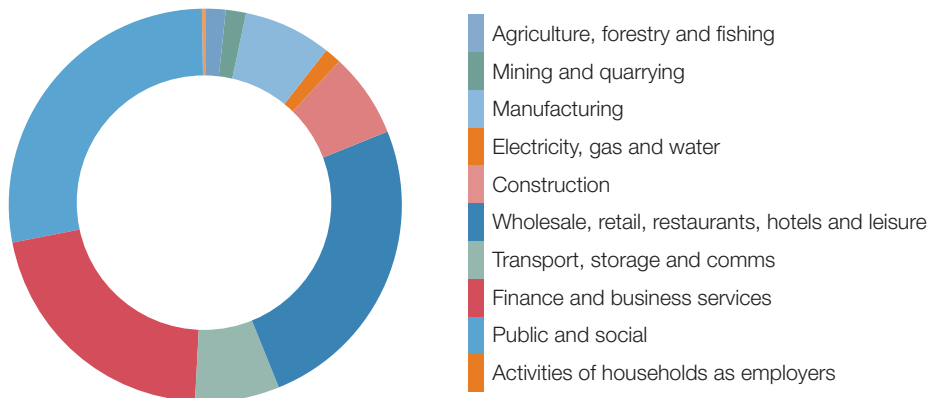
In Scotland, the second quarter of 2016 sees the seasonally adjusted Net Employment Outlook standing at **+6%**. This is slightly lower than the National Outlook of +7%.

### Unemployment

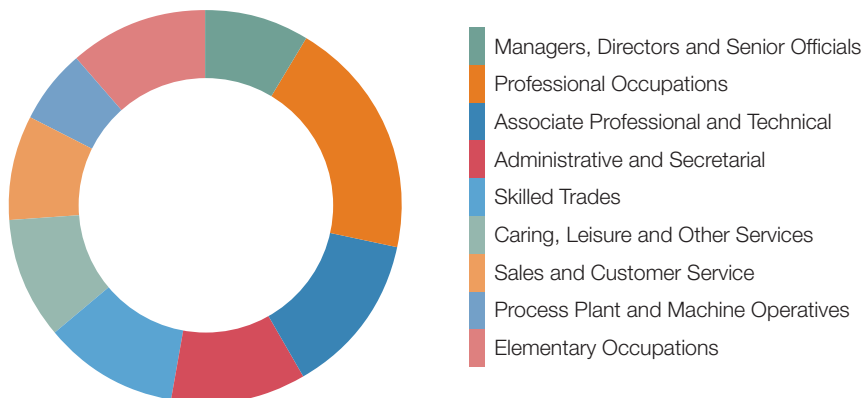
Unemployment in Scotland is currently **5.8%** and is higher than the national average (5.1%).

2016  
Q2

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

While the number of permanent roles on offer remains steady, the number of temporary roles in the region appears to be in decline, with employers facing budget restrictions and headcount freezes, and global oil prices still weighing on the Scottish economy.

The call centre industry is one sector that is experiencing growth, with roles increasingly offered on a permanent or temporary-to-permanent basis. However the picture for job creation is less rosy in other industries. The Aberdeen jobs market remains very depressed across all sectors, whereas in Grangemouth hiring activity has changed, with industrial and manufacturing employers quick to scale back the size of their workforce when peak demand is down rather than retain them.