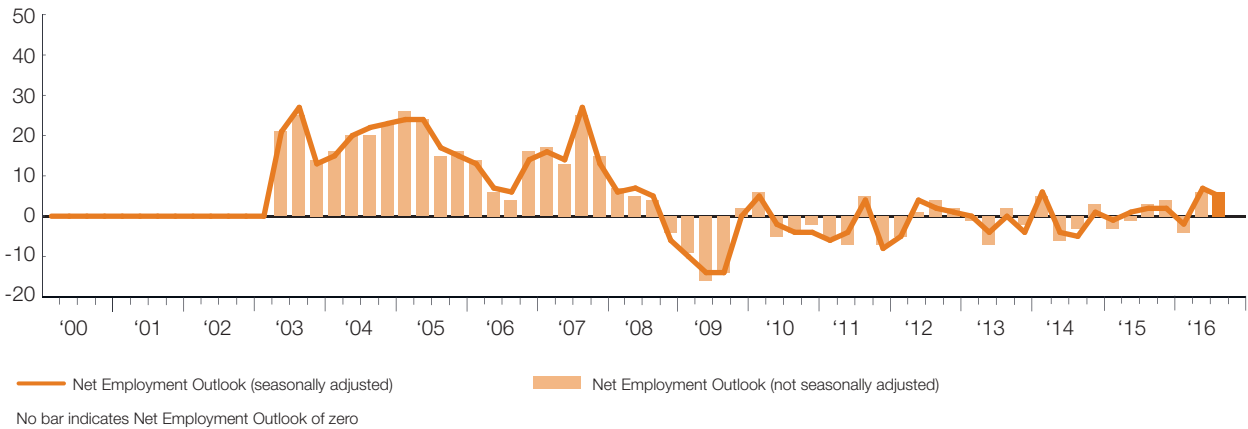


# Northern Ireland employers remain cautiously optimistic

At +5%, the Employment Outlook for the third quarter of 2016 in Northern Ireland has shown a slight decrease in employer optimism when compared to the previous quarter. Nonetheless, employers remain more upbeat about job creation than the same period last year.



Q3 2016

## Northern Ireland employment snapshot

### Average weekly pay

Average weekly pay has declined to **£485**, some £101 below the national average, and is the lowest rate of pay in the UK.

### Hiring Outlook

For the third quarter of 2016, the seasonally adjusted Net Employment Outlook in Northern Ireland is **+5%**, which is in line with the national average.

### Employment

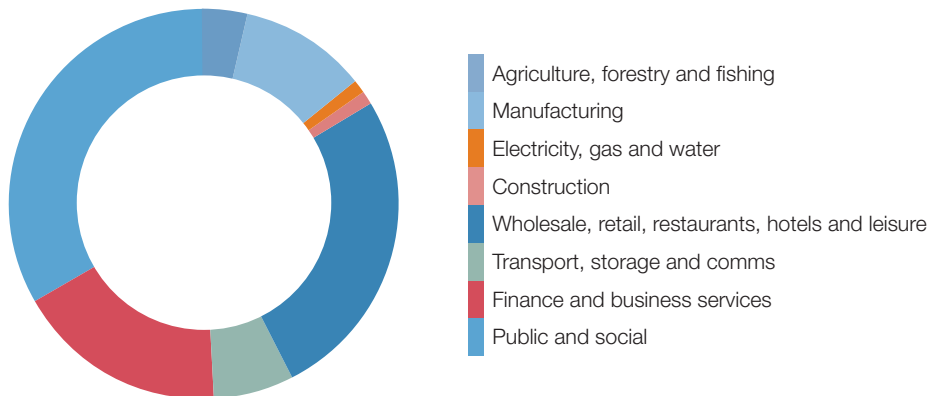
The rate of employment in Northern Ireland is well below the national average and stands at **69%**. Nevertheless, this represents a 0.9 percentage point increase when compared to the same period last year.

### Unemployment

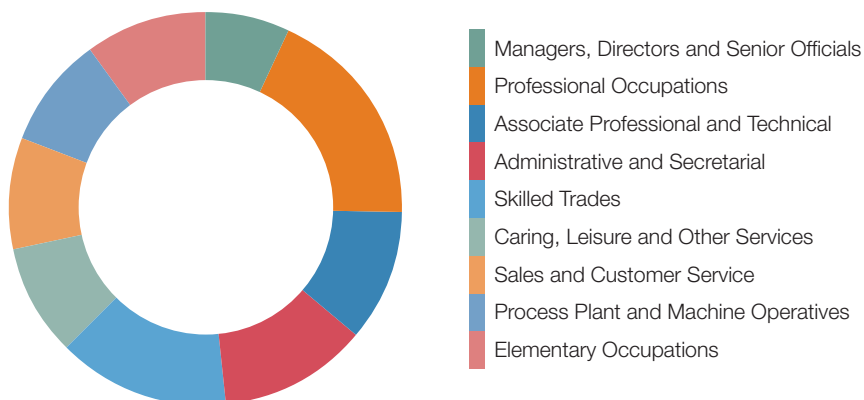
At **6.2%**, Northern Ireland has the second-highest unemployment rate in the country. The rate of unemployment has also risen slightly when compared to the same period last year.

2016  
Q3

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

In Northern Ireland, we are seeing a slowdown in the recruitment market, and in particular, in the number of temporary roles available. This slowdown may, in part, be due to the caution employers feel as a result of the uncertainties arising from the Brexit referendum.

However, with demand for permanent roles still very much in evidence, candidate availability remains a concern in the region. While talent shortages aren't as severe as elsewhere in the UK, there is a noticeable reduction in the availability of good quality candidates. Candidates with in-demand skills are in a strong position to negotiate, and appear to be primarily driven by pay over other factors.