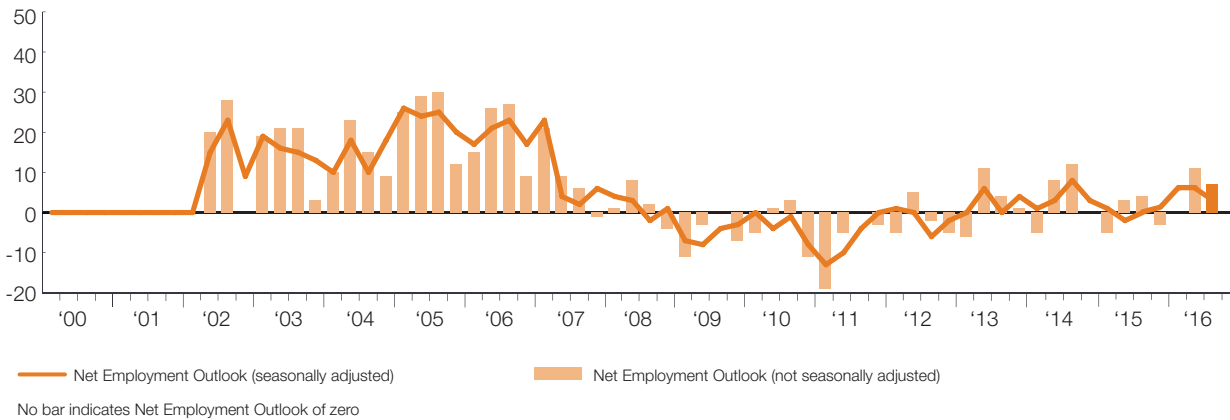


# Scottish employers are cautiously optimistic

After two quarters of mild optimism, hiring intentions amongst employers have dipped slightly. With an Employment Outlook +3% for the third quarter of 2016, Scottish employers are cautiously optimistic when it comes to the prospect of job creation.



Q3 2016

## Scotland employment snapshot

### Average weekly pay

At **£590**, average weekly pay in Scotland is £4 higher than the national average, making Scotland the third best-paid region in the country.

### Employment

At **73.1%**, the rate of employment in Scotland remains below the national average (74.2%) and has also seen a decrease of 1.3% since the same period last year.

### Hiring Outlook

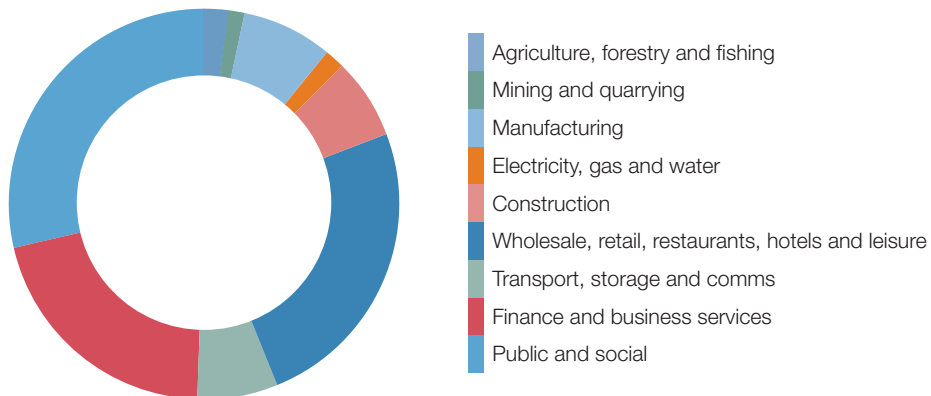
In Scotland, the third quarter of 2016 sees the seasonally adjusted Net Employment Outlook standing at **+3%**. This is slightly lower than the National Outlook of +5%.

### Unemployment

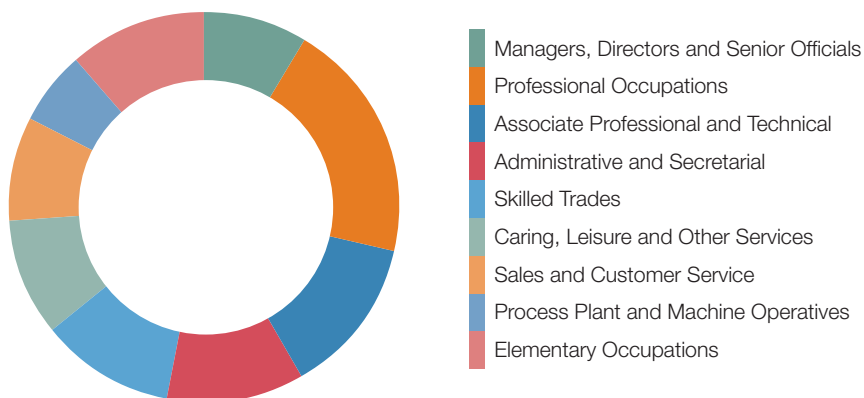
Unemployment in Scotland is currently **6.2%** and is higher than the national average (5.1%).

2016  
Q3

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

In Scotland, 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. Positions where falling demand has been very noticeable have been for contact centre and sales roles.

However, with demand for permanent roles still very much in evidence, candidate availability still remains a concern. While talent shortages aren't as severe as elsewhere, there is a noticeable reduction in the availability of quality candidates. In today's market, candidates have choices and employers should be wary of making a rod for their own back. Employers with slow recruitment processes are losing these candidates to competitors. To avoid this, they need to speed up.