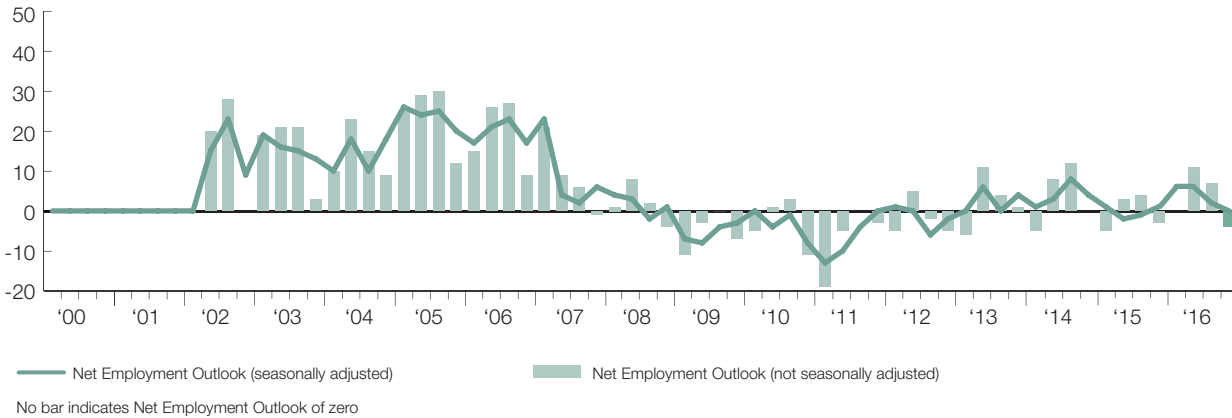




Manpower®

Scottish employers remain cautious

After four quarters of mild optimism, hiring intentions amongst Scottish employers have turned neutral. With an Employment Outlook 0% for the fourth quarter of 2016, employers are subdued when it comes to the prospect of job creation.



Q4 2016

Scotland employment snapshot

Average weekly pay

At **£546**, average weekly pay in Scotland is £48 lower than the national average, making Scotland the sixth best-paid region in the country.

Employment

At **74.1%**, the rate of employment in Scotland remains just below the national average (74.5%).

Hiring Outlook

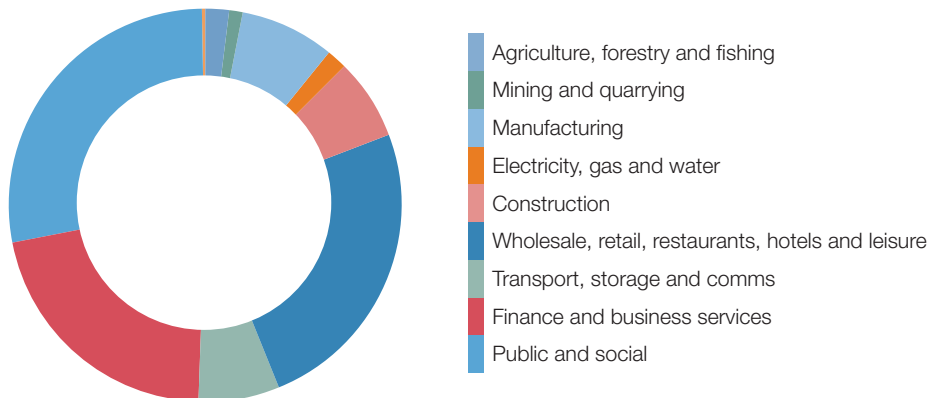
In Scotland, the fourth quarter of 2016 sees the seasonally adjusted Net Employment Outlook standing at **+0%**. This is lower than the National Outlook of +5%.

Unemployment

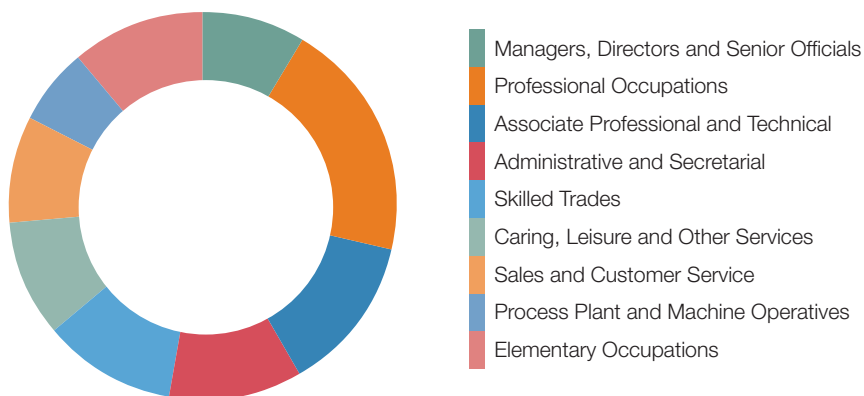
Unemployment in Scotland is currently **5.2%** but only slightly higher than the national average (4.9%).

Q4 2016

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

We have seen a mixed reaction in the Scottish job market following the EU referendum, with a rise in the number of temporary opportunities but a slow-down in permanent roles. Taken together, these seem to indicate that employers are becoming more cautious about long-term hiring.

This is particularly evident in Aberdeen. The oil and gas industry is still suffering from price slumps, and employer hiring demand is falling for both temporary and permanent roles. However, other cities like Glasgow and Edinburgh have fared better. Both are seeing a rise in temporary positions, especially for roles in construction.

Meanwhile, candidate availability still remains a concern for employers. 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, slowly, employers are increasingly becoming aware of this.