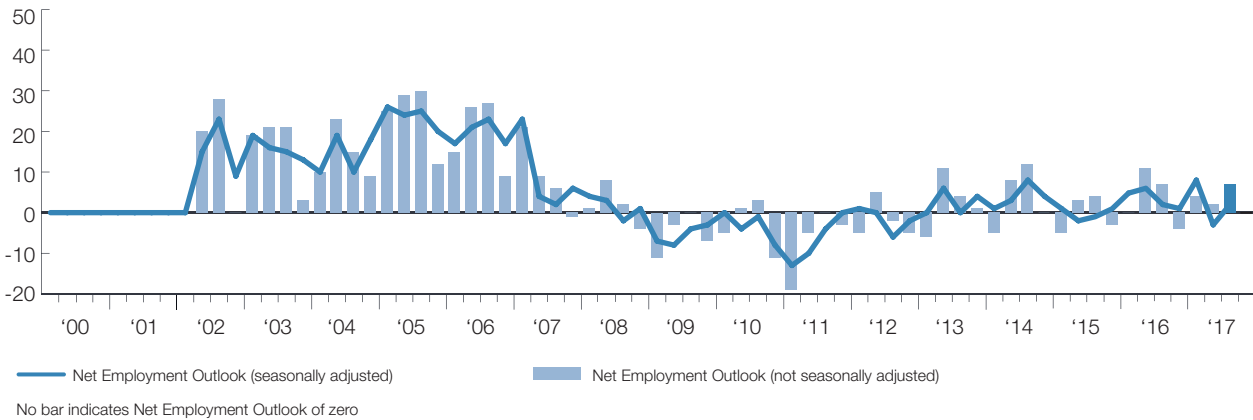




Manpower®

# Scottish employers are cautiously optimistic

Hiring intentions amongst Scottish employers have seen a modest increase in optimism when compared to the previous quarter. With an Employment Outlook of +2% for the third quarter of 2017, employers now appear cautiously optimistic when it comes to the prospect of job creation.



Q3 2017

## Scotland employment snapshot

### Average weekly pay

At **£542**, average weekly pay in Scotland is lower than the national average, making Scotland the seventh best-paid region in the country.

### Employment

At **74.0%**, the rate of employment in Scotland remains just below the national average (74.8%). However, the rate has seen a 0.9 percentage point rise when compared to the same period last year.

### Hiring Outlook

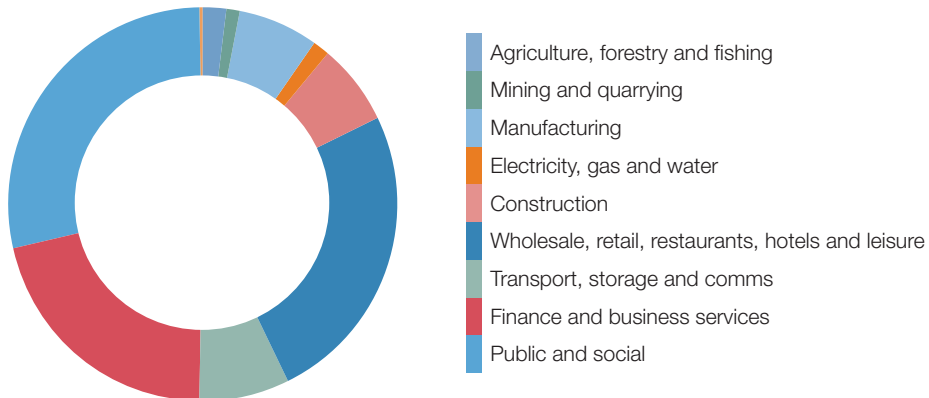
In Scotland, the third quarter of 2017 sees the seasonally adjusted Net Employment Outlook standing at **+2%**. This is below the National Outlook of +5%.

### Unemployment

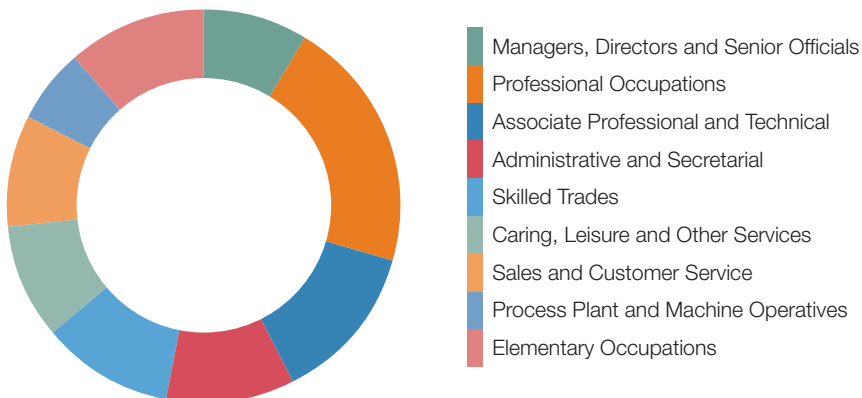
Unemployment in Scotland is currently **4.4%**, which is just below the national average (4.6%).

2017  
Q3

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

Despite the cautious regional Outlook, the last quarter has seen an increase in temporary and permanent roles, although trends do vary by location and by sector.

While Aberdeen's labour market remains quiet due to a subdued oil industry, Glasgow and Edinburgh offer a much more positive picture. Fuelled by a buoyant banking and finance industry, Edinburgh has seen a rise in permanent roles on offer, and particularly in the Contact Centre sector.

Yet, in a candidate-led market, skills shortages persist and employers are generally finding it difficult to find individuals who possess the right skills. In order to secure talent, we are recommending our clients make better use of referral schemes; re-evaluate the pay and benefits on offer; and speed up the recruitment process to avoid candidates dropping out prior to offer or start.