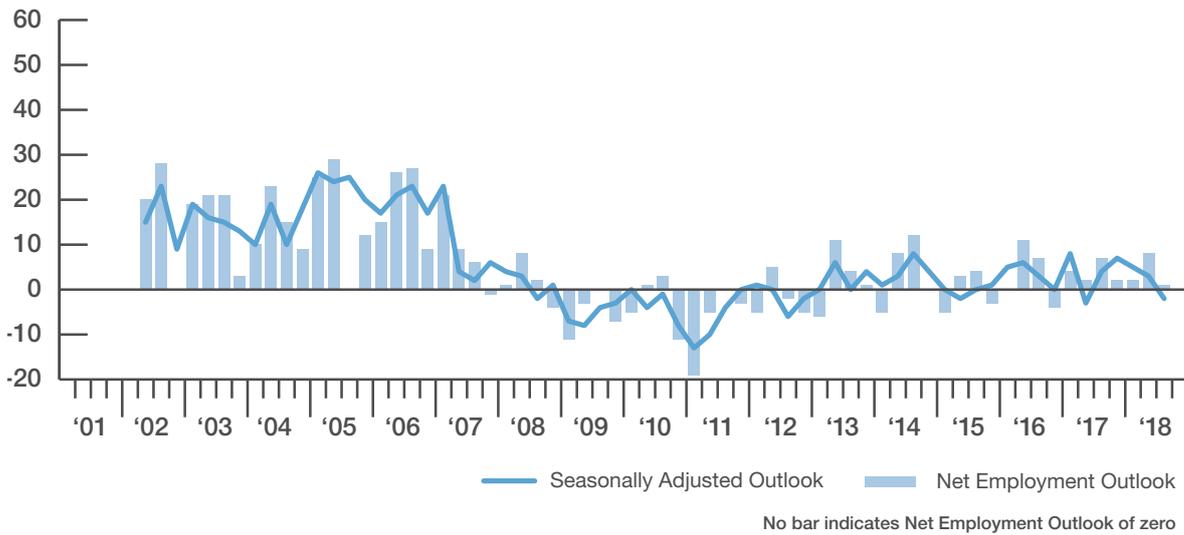




Manpower®

# Employers turn cautious

With an Employment Outlook of -2% for the coming quarter, employer hiring intentions have entered negative territory for the first time in fifteen months. For the third quarter of 2018, employers are now less confident about the prospects for job creation.



Q3 2018

## Scotland employment snapshot\*

### Average weekly pay

At **£567**, average weekly pay is £43 lower than the national average. The region is still the fourth best-paid region in the UK.

### Employment

At **74.7%**, the rate of employment in Scotland remains below the national average (75.6%). This is a rise of 0.6 percentage points when compared to the same period last year.

### Hiring Outlook

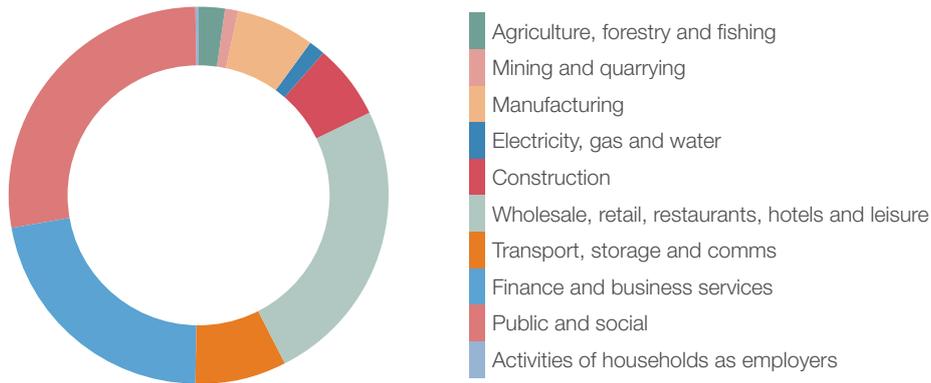
For the third quarter of 2018, the seasonally adjusted Net Employment Outlook in Scotland is **-2%**, which is below the national average (+4%).

### Unemployment

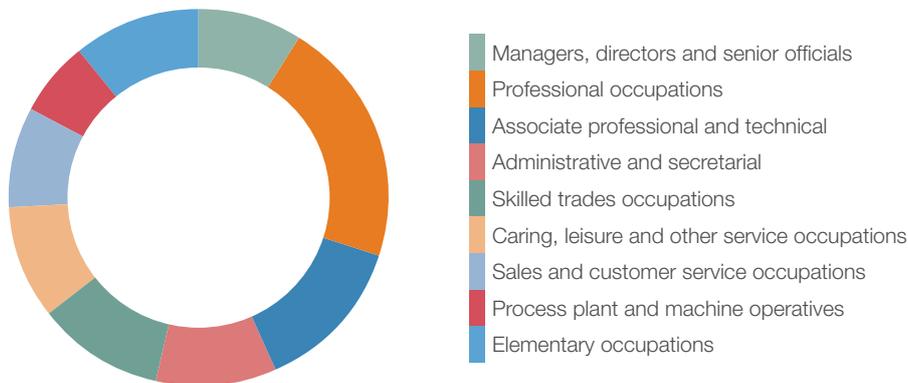
Unemployment in Scotland is currently **4.3%**, which is fractionally above the national average (4.2%).

2018  
Q3

## WHERE DO PEOPLE WORK?



## WHAT DO PEOPLE DO?



### Market overview

Despite a disappointing Outlook for the coming quarter, the last few months have actually seen an increased demand for candidates, and particularly for jobs in Contact Centres or for more technical roles. The former is proving especially buoyant as more Contact Centre employers move into the region. Meanwhile, another sector that has seen notable uplift in opportunities for candidates has been the Financial Services sector.

Yet skills shortages persist. And with candidates having more choices than ever before, employers are struggling to attract them. Individuals with in-demand skills know they can pick and choose where they want to work. Many are also well aware of their worth and are becoming more demanding in terms of the pay and benefits sought. In today's competitive landscape, we are advising organisations of the importance of regularly re-evaluating pay and, above all, in acting quickly and decisively in the hiring process.