

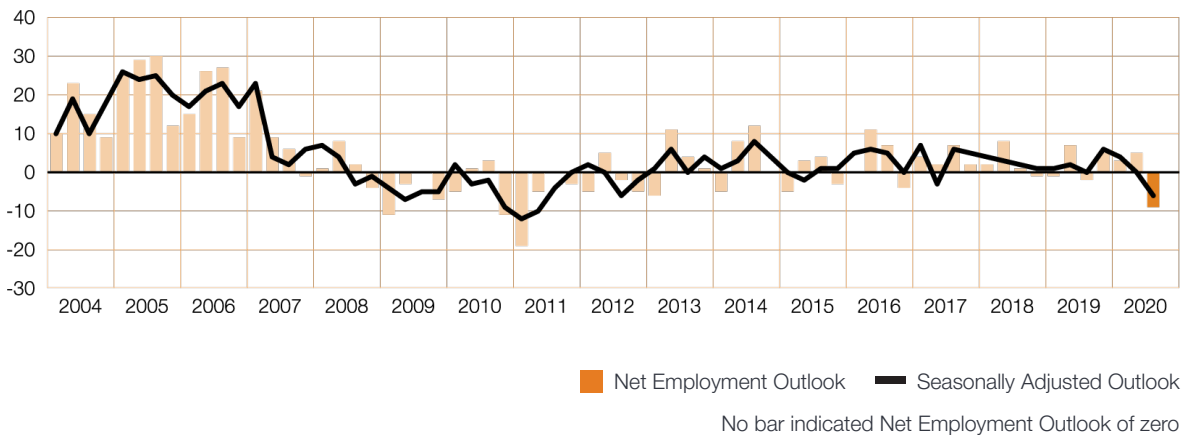


ManpowerGroup®



# Hiring climate cools in Scotland

Job seekers can expect a dull hiring climate in the July to September period, according to employers who report a Net Employment Outlook of -6%. Hiring plans decline by six percentage points in comparison with both the prior quarter and last year at this time.



Q3 2020

## MARKET OVERVIEW

Many of Scotland's popular food production and food retail brands have been busy on the hiring front through COVID-19. Demand for building merchants has also remained high through the duration of the lockdown. Two industries which were able to return to some normal practices under Scotland's lockdown regulations. While a general slowdown has been felt in many sectors and regions, Glasgow and Edinburgh continue to stand out as the cities with the most available roles, with limited regional public transport restraining hiring rates elsewhere from taking off. Candidate expectations are lowering through the crisis, with many happy to secure a paycheck in the short-term without too much negotiation on salary.

Many employers in Scotland have seen their operations slow down significantly over the course of the lockdown, with 73% organisations seeing between 50-100% of their total business activity suspended. However, 61% of employers expect hiring rates to return to normal within 12 months, signaling optimism that many businesses will bounce-back within a short timeframe.