

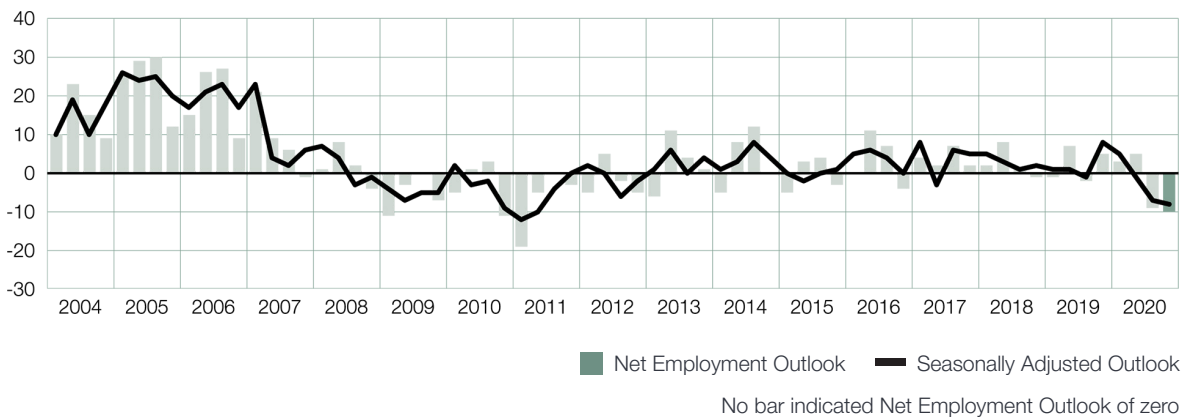


ManpowerGroup®



Scottish Employers Signal Tough Jobs Market

The weakest hiring prospects in nine years are reported for the coming quarter, with employers reporting a Net Employment Outlook of -8%. Hiring plans remain relatively stable when compared with the previous quarter, but decline by a considerable margin of 16 percentage points year-over-year.



Q4 2020

MARKET OVERVIEW

Employers in Scotland are reporting limited confidence of a return to pre-crisis hiring activity, with 48% indicating they expect pre-COVID-19 hiring levels to resume within 12 months. However, just 13% report they expect these levels to be achieved within three months, falling nine percentage points below the UK average.

Many employers are not intending to make radical overhauls to their workplace policies following the impact of COVID-19. On flexible working, 22% indicate they will offer more flexi or condensed hours as a result of the crisis, 10% will offer employees the opportunity to work remotely some of the time, whereas only 5% of employers report they will enable employees to work remotely 100% of the time. Elsewhere, 21% will offer employees more upskilling and development opportunities, and 22% will provide staff with more health and wellbeing offerings – both below the respective UK average.