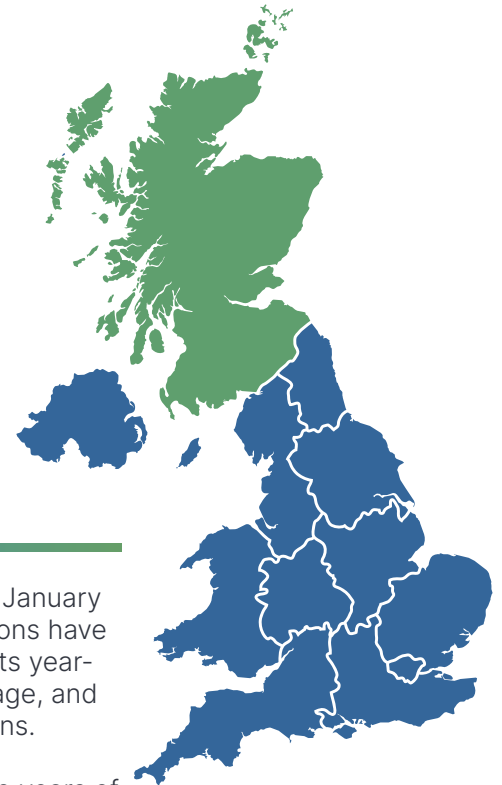




ManpowerGroup®



Hiring Outlook in Scotland Increases to +26%

MARKET OVERVIEW

Employers in Scotland anticipate a more confident labour market during the January – March period, reporting a Net Employment Outlook of +26%. Hiring intentions have increased six percentage-points since last quarter and ten percentage-points year-on-year. Hiring in Scotland is one percentage-point below the national average, and the region with the fifth highest Net Employment Outlook of the 12 UK regions.

Employers in Scotland report a period of increasing confidence following two years of employment Outlooks generally in the lower half of UK regions, hit hard by the cost-of-living crisis affecting Scotland's economically vital food industry.

A large part of the increase in hiring confidence for Q1 is driven by a recovery in Scotland's agricultural and food and drink manufacturing sectors, which have together been maturing in scale and diversity to offer everything from sustainable farming and grain production, to craft beers and luxury cocktails.

Scotland has also seen an increase in lifestyle tourism, seeing an uptick in both domestic and international holidaymakers – benefiting both the hospitality sector and food and beverage industries.

Scotland's gender pay gap has recently been found to have undergone a record decrease, from 3% in 2022 to 1.7% in 2023, lower than the UK average of 7.7%. Wages for full-time employees rose higher in Scotland, with median weekly pay increasing 9.7% over 2023, against the UK-wide figure of 6.2%.

Q1 2024