

European Labour Market Trends

November 2024

Indeed Hiring Lab

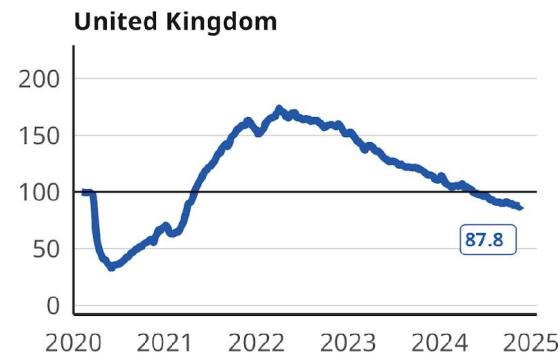
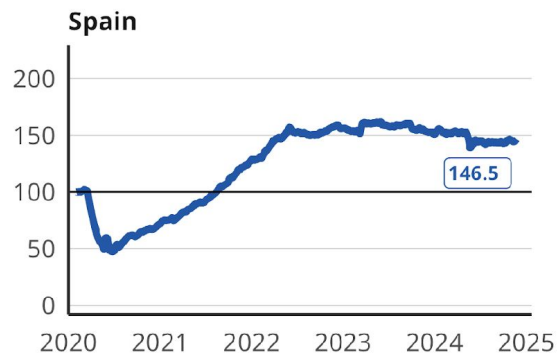
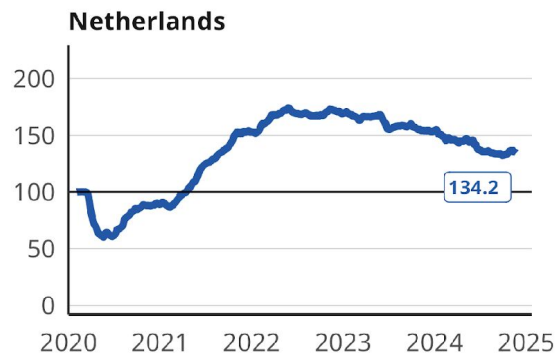
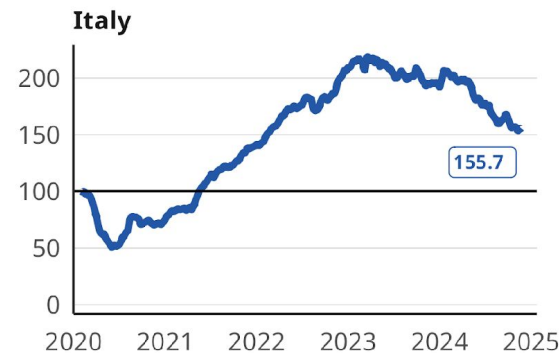
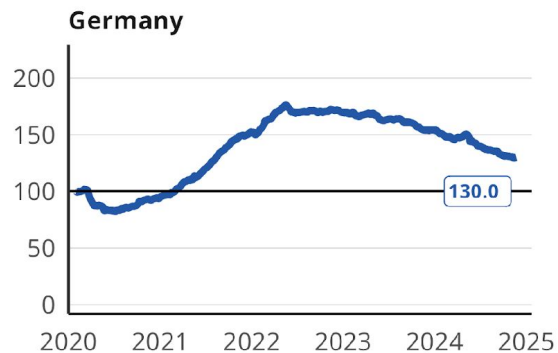
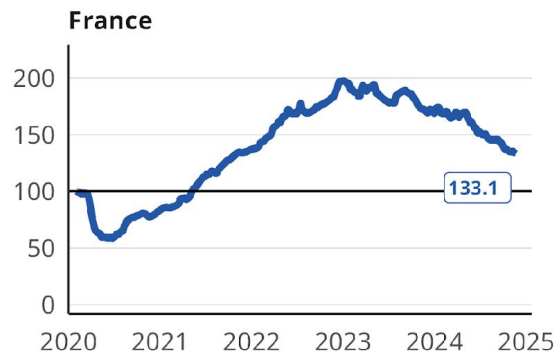


Europe: labour market overview

- Job postings remain above their pre-pandemic level in almost all European countries but have not reversed their downward trend
- The share of occupational sectors in which postings are still higher than before the pandemic has decreased further
- High-remote, high-wage sectors have generally seen the largest decreases in postings.
- Remote work has become widespread but reached a plateau in most countries and decline in some.
- AI terms appear in over 2% of job postings in most European countries, reaching above 5% in Ireland.
- Economic sentiment is low and employment expectations are decreasing in most countries.
- Redundancies are down from their peaks in Italy, France and the UK.
- Wage growth remains strong but appears to be stabilising.

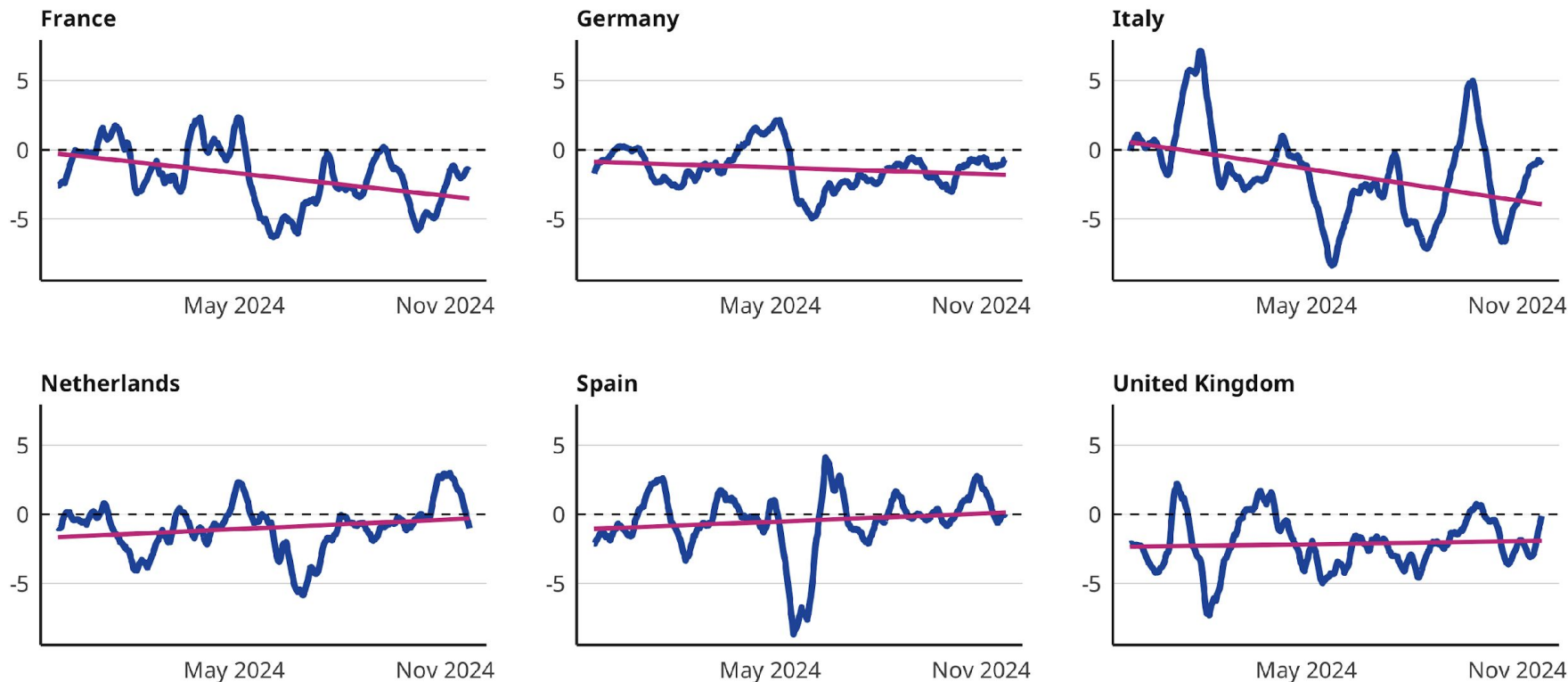
Job postings continue to decline across Europe

Indeed Job Postings Index (100 = 01 Feb 2020), seasonally adjusted, to 22 Nov 2024



Decreases are steepening in France, Germany and Italy

Month-on-month growth rates in the Indeed Job Postings Index, seasonally adjusted, 29 Nov 2023 - 22 Nov 2024

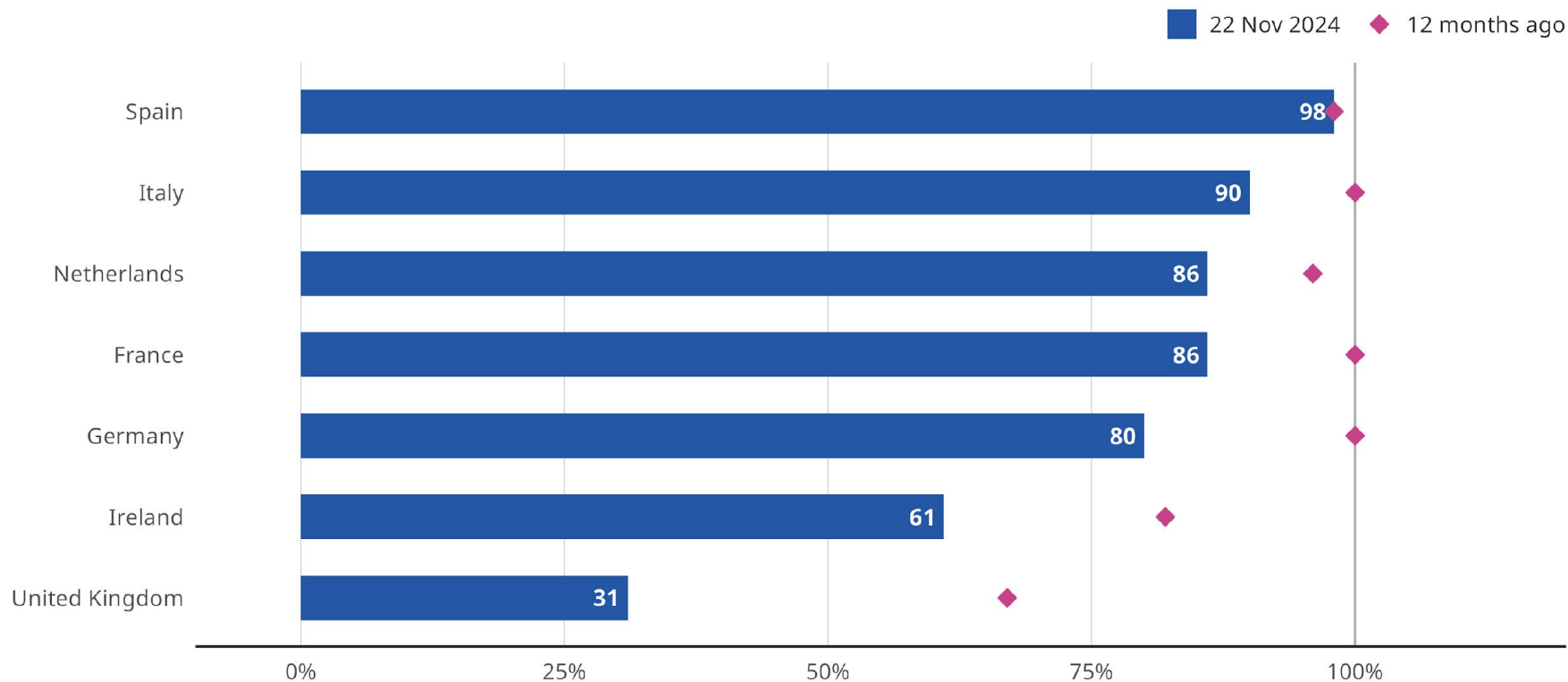


Source: Indeed



The share of sectors with elevated job postings continues to decline

Share of occupational categories with postings above the pre-pandemic baseline (01 Feb 2020)

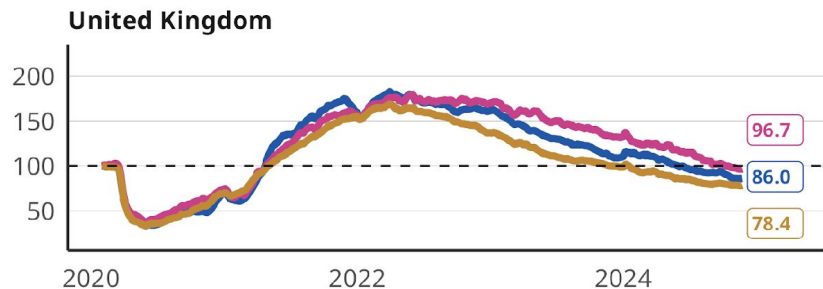
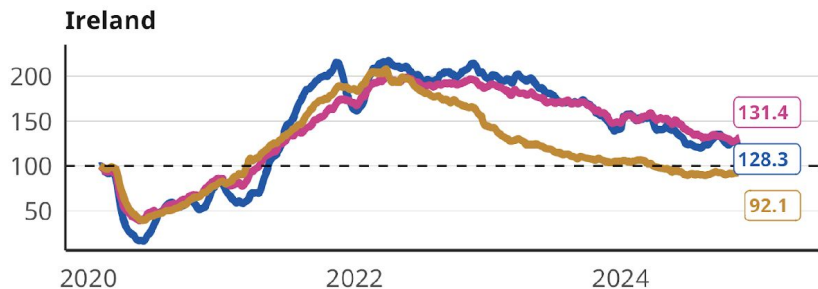
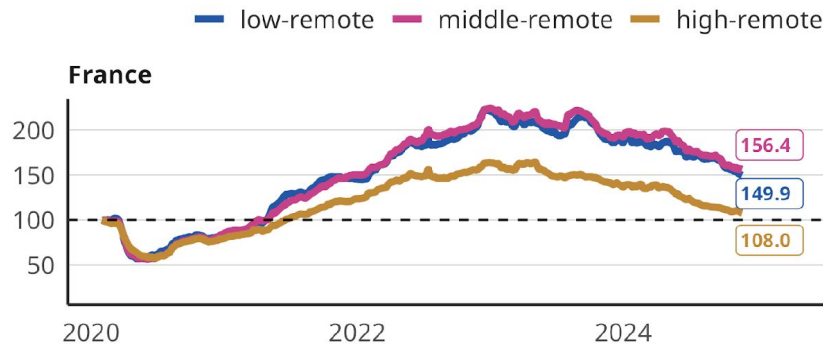
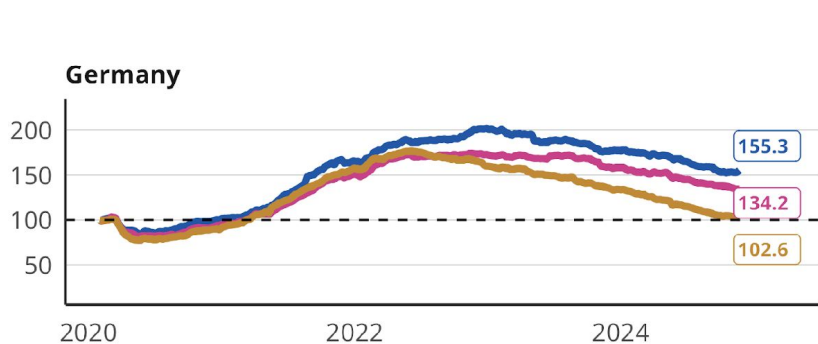


Source: Indeed



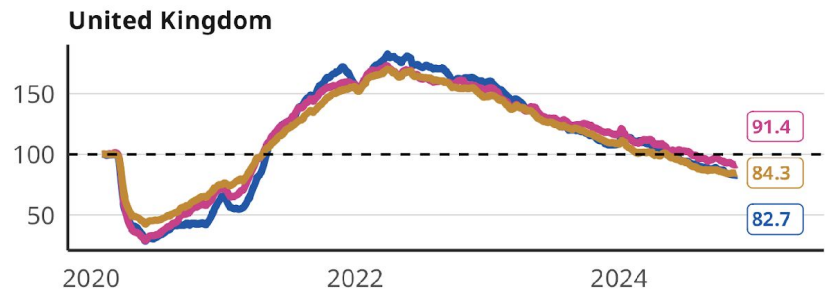
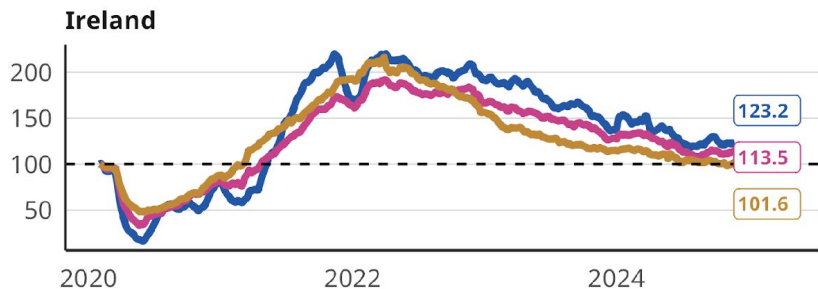
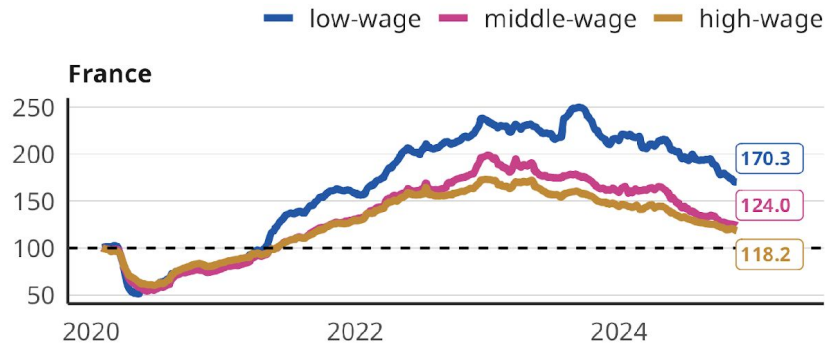
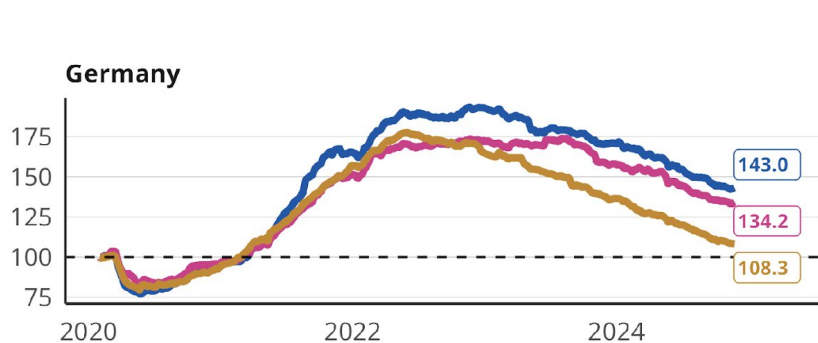
Postings are weakest in high-remote sectors

Index 100 = Feb 2020, seasonally adjusted, to 22 Nov 2024



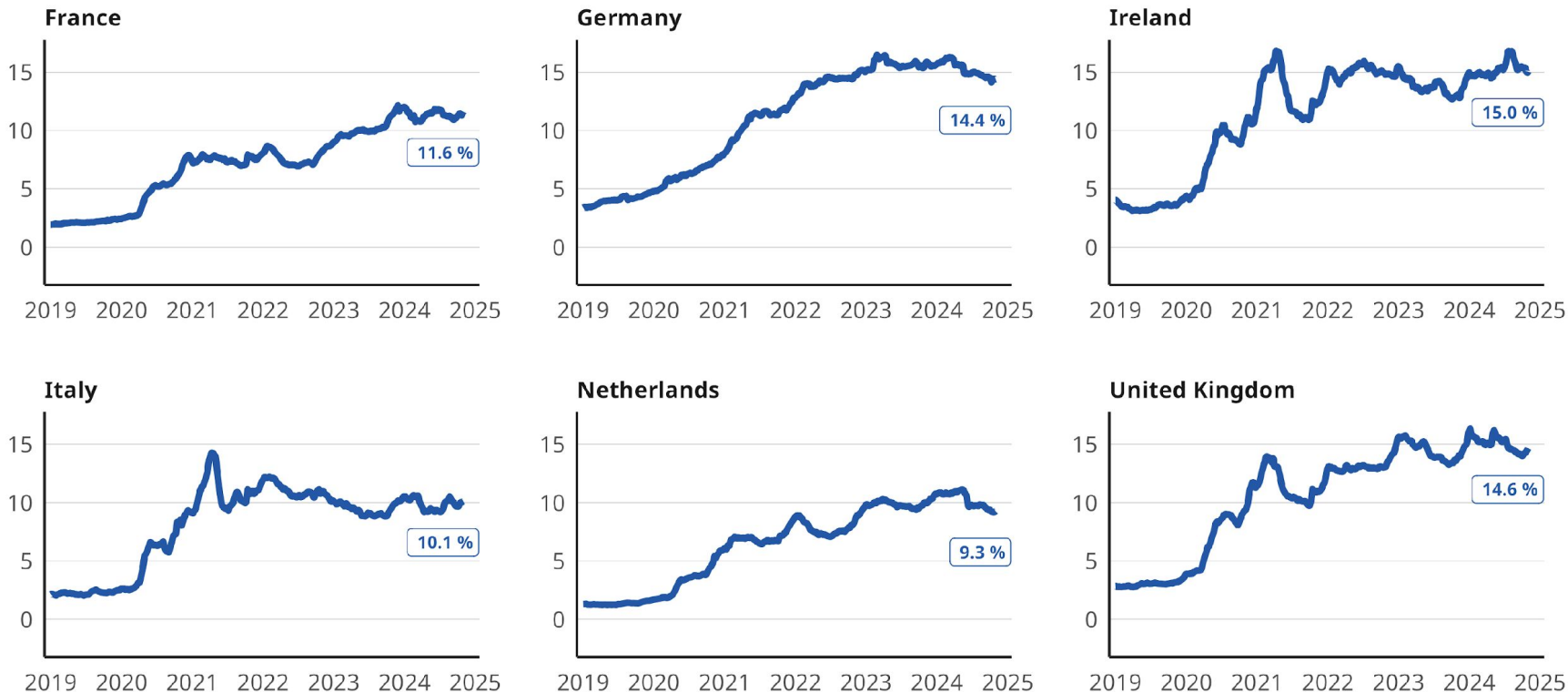
High-wage sectors experienced the strongest decrease in postings

Index 100 = Feb 2020, seasonally adjusted, to 22 Nov 2024



Remote work remains high but has dipped from its peak in some areas

Share (%) of job postings mentioning remote/hybrid terms, to October 2024

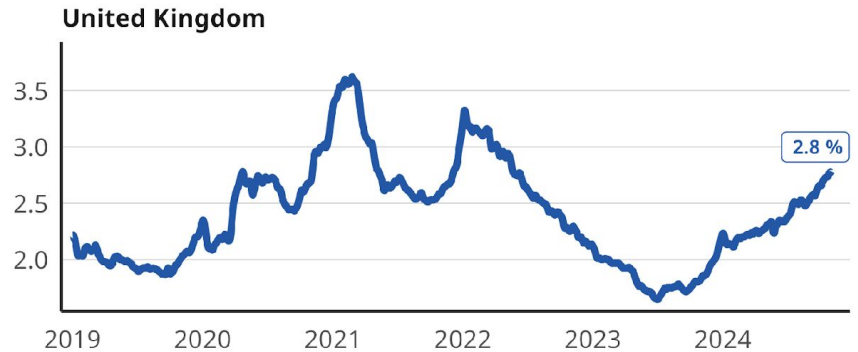
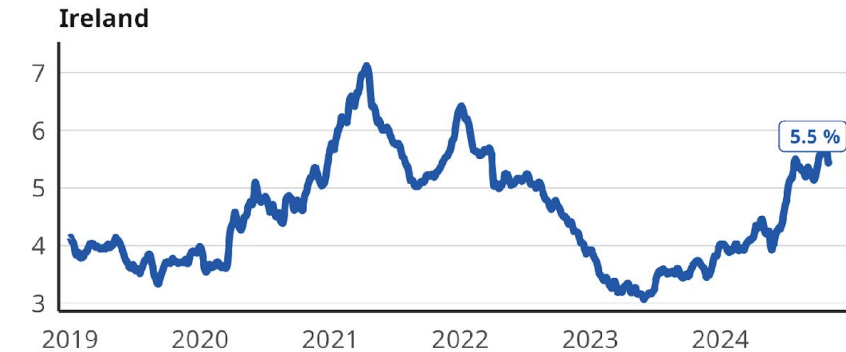
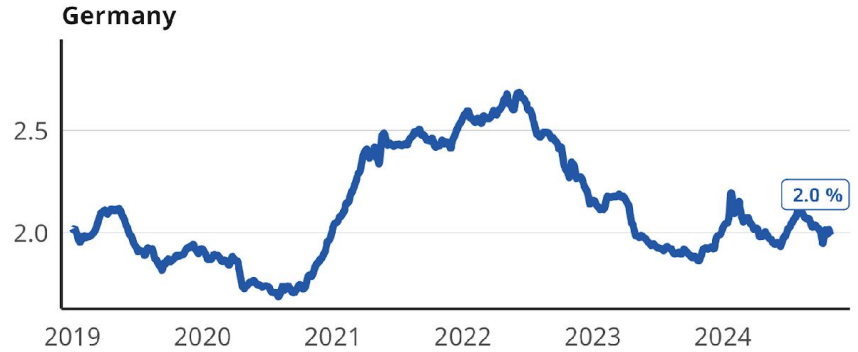
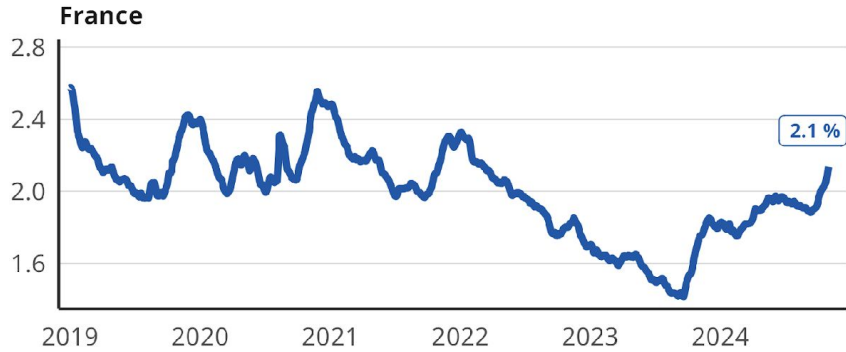


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



The share of AI jobs is somewhat recovering from last year's lows

Percentage (%) of job postings containing AI terms, 7-day moving average, to October 2024

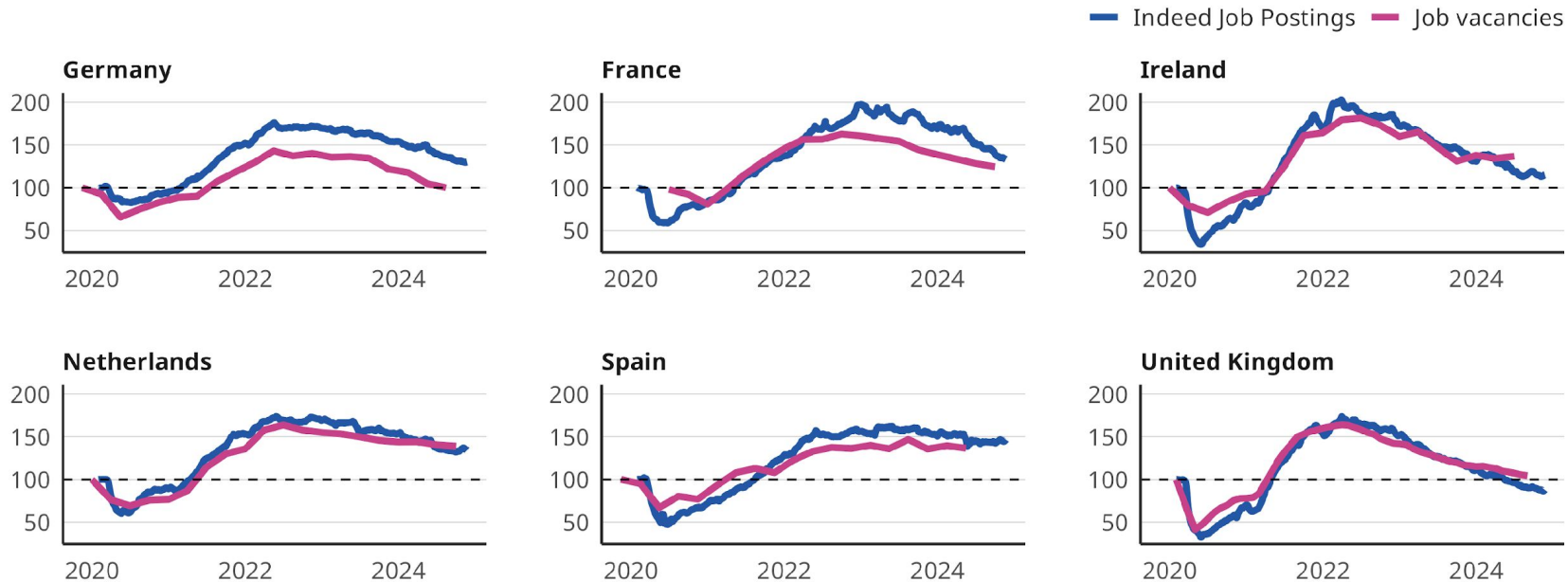


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



Indeed job postings and official job vacancy data track each other well

Job postings and official vacancies, indexed and seasonally adjusted, to 22 Nov 2024

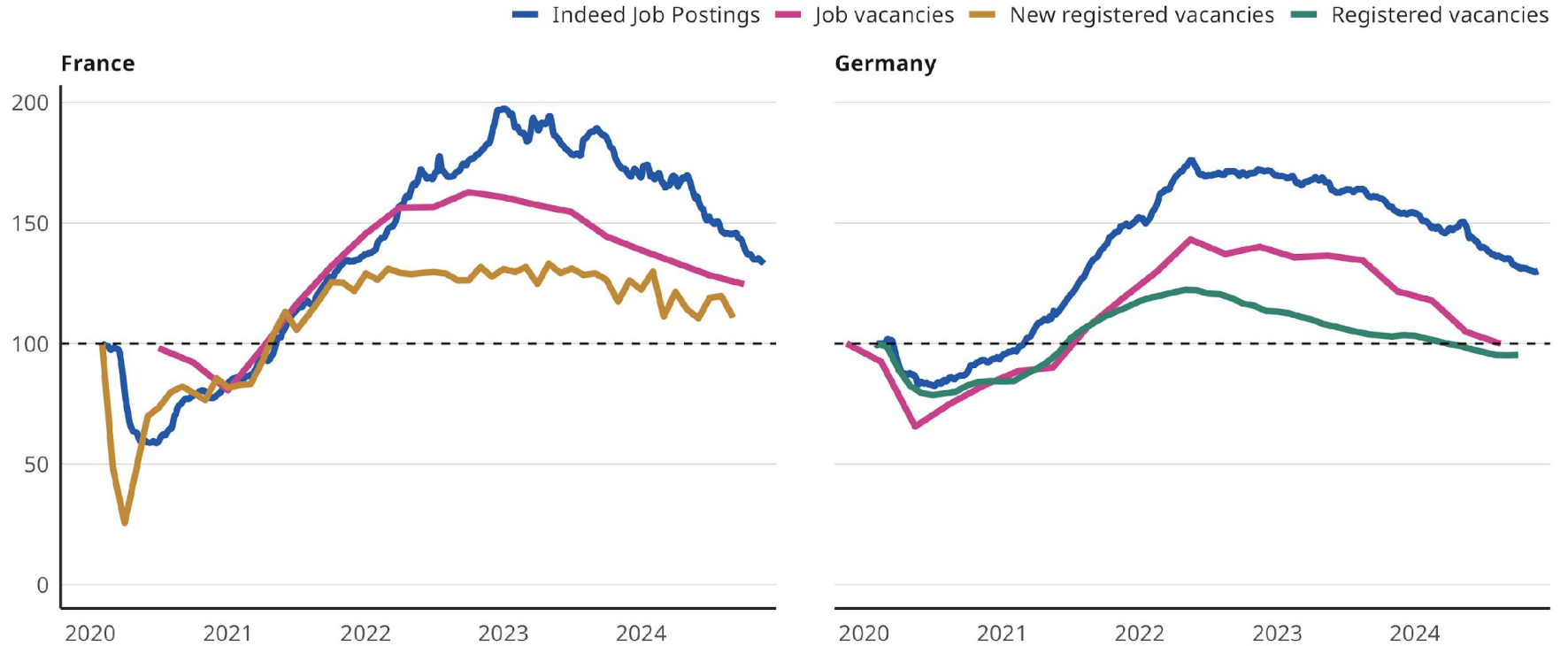


Source: Indeed, Eurostat (Germany, France, Spain, Ireland, Netherlands; quarterly data, to Q3 2024), ONS (United Kingdom; monthly data, to Sep 2024). Index 100 = Feb 2020 for Indeed and ONS data. Index = Q4 2019 for Eurostat data. Missing value in French data for Q1 2020. Eurostat data is survey-based and refers to NACE-Rev. 2 sectors B-S (French data excludes sector O (public administration) as well as public jobs in P (education) and Q (human health/social work)).



Alternative measures of job vacancies show similar declining trends

Indeed job postings and official vacancy data, seasonally adjusted, to 22 Nov 2024

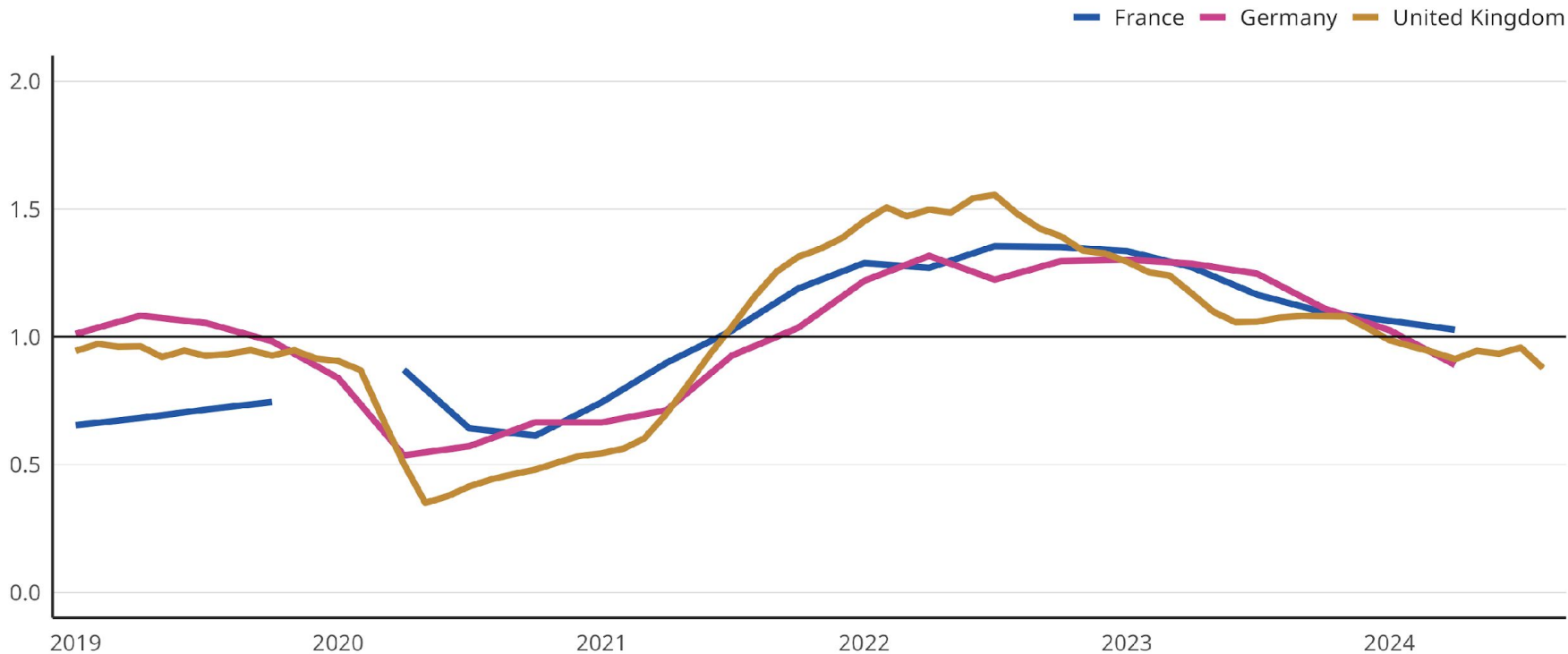


Sources: Indeed, Eurostat (Job vacancies, quarterly data, to Q3 2024, missing value in French vacancy data for Q1 2020), OECD (Registered vacancies, monthly data, to Oct 2024). Index 100 = Feb. 2020 for Indeed and OECD data. Index = Q4 2019 for Eurostat data.



Labour markets are gradually loosening in major European economies

Vacancies per unemployment, normalised to their long-term mean, seasonally adjusted data

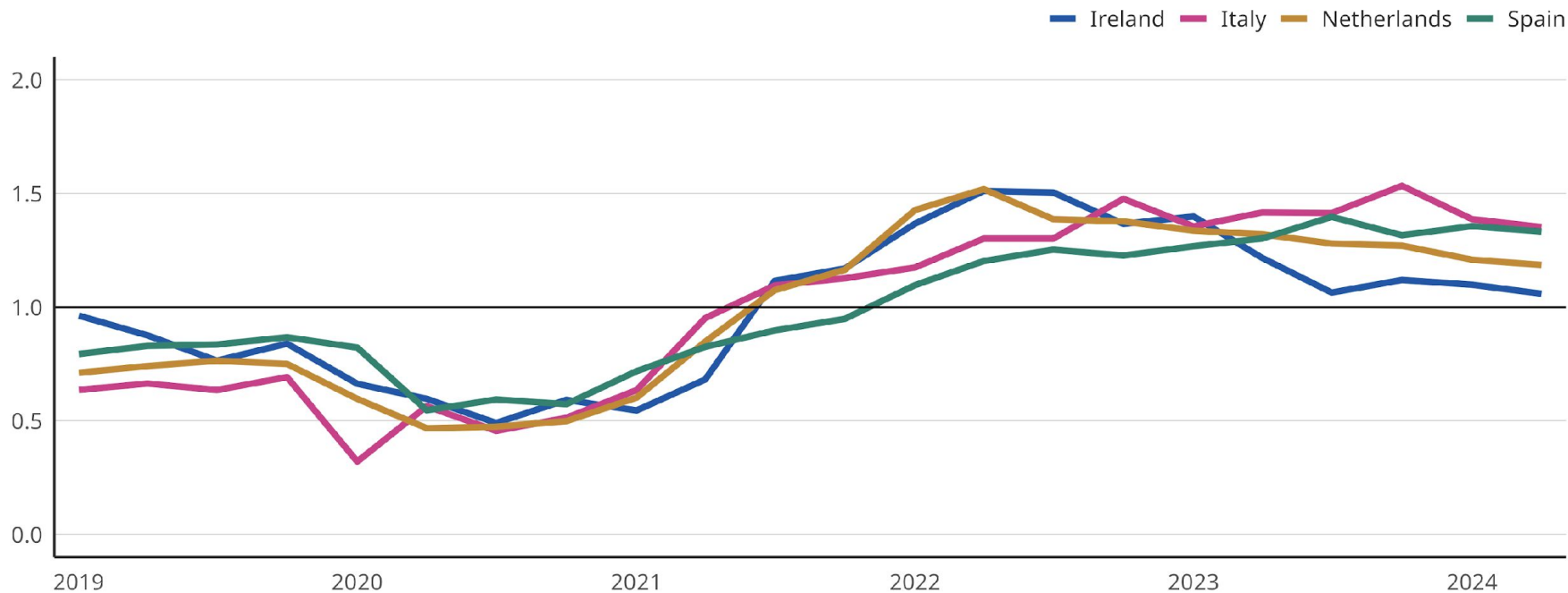


Sources: Eurostat (to Q2 2024), ONS (to Q3 2024). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (UK: 16-64). Vacancies from Eurostat refer to NACE-Rev.2 sectors B-S. Missing value in French vacancy data for Q1 2020.



Labour market tightness is still above its long-term average in several European economies

Vacancies per unemployment, normalised to their long-term mean, seasonally adjusted data



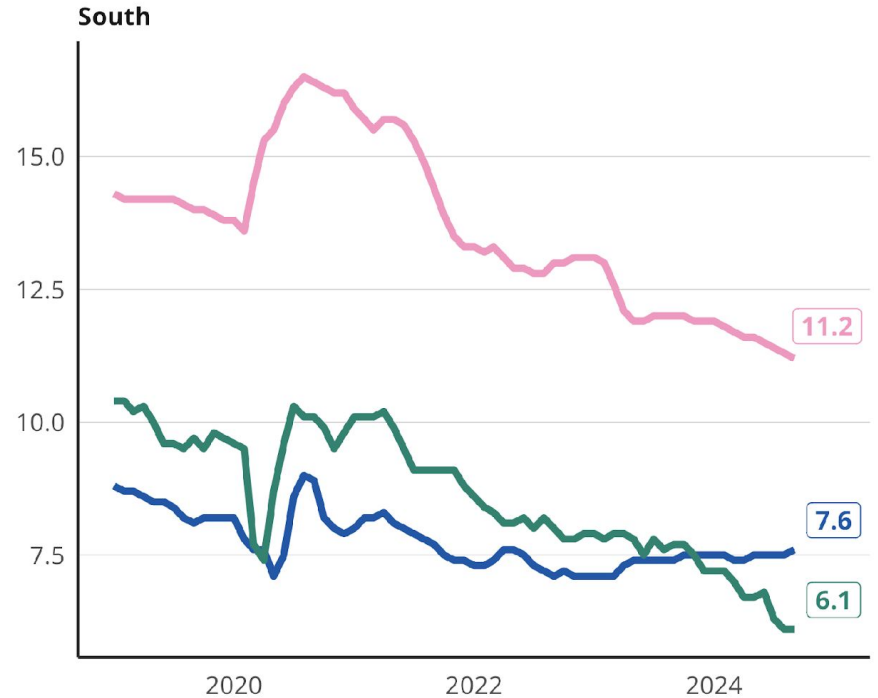
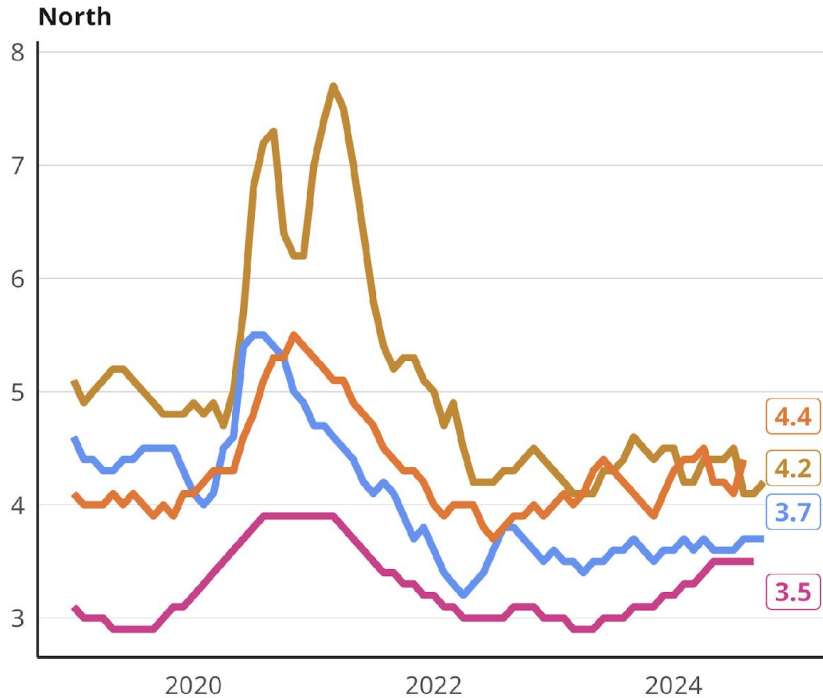
Sources: Eurostat (to Q2 2024). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (Spain: 16-74). Vacancies refer to NACE-Rev.2 sectors B-S. For Italy, the number of vacancies is approximated by the vacancy rate referring to sectors B-S except O.



Rising Unemployment Rates in the North, Stabilizing Levels in Southern Europe

Unemployment, in % of the labour force, Europe, Jan 2019 - Oct 2024

— France — Germany — Ireland — Italy — Netherlands — Spain — United Kingdom

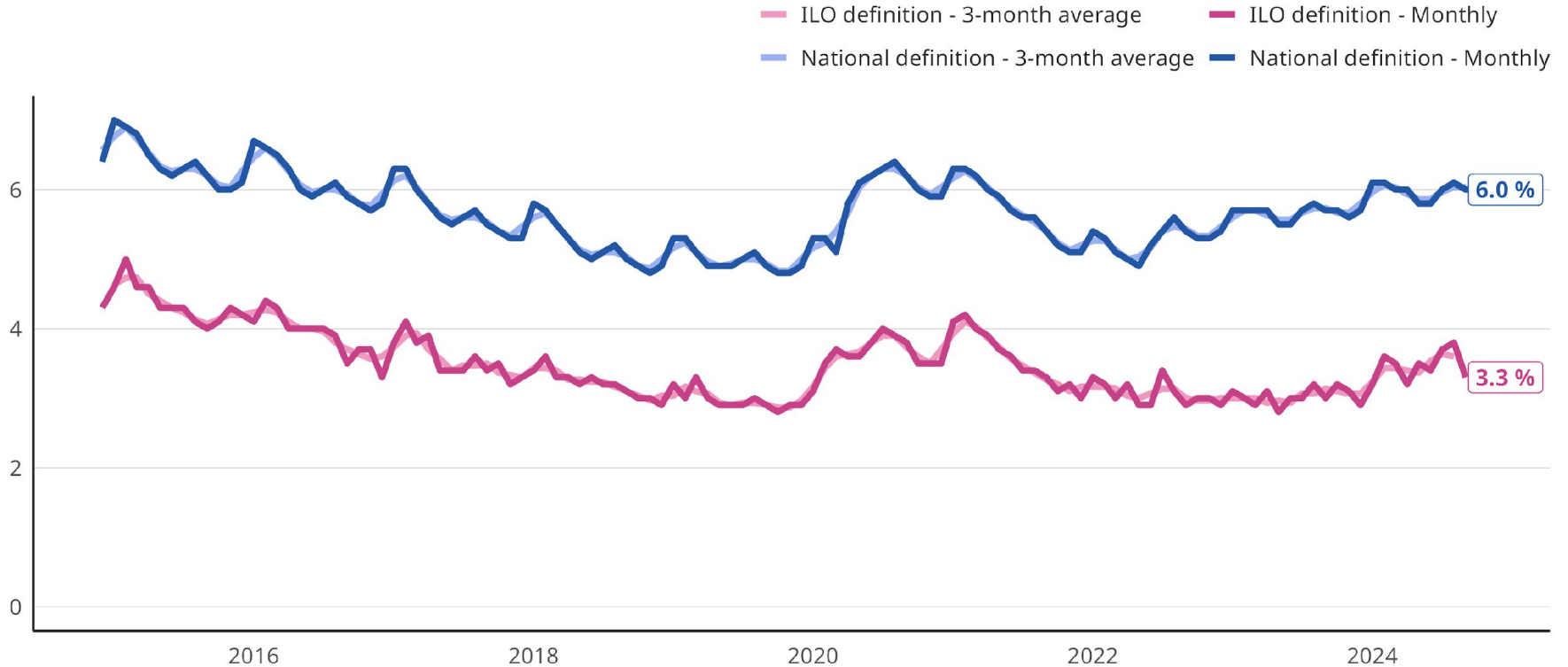


Sources: Eurostat, ONS. Seasonally adjusted unemployment rate among ages 15-74. ONS data refers to ages 16-64, latest data: Aug 2024.



Unemployment in Germany keeps slowly rising

Unemployment, in % of the civilian labour force, Europe, November 2014 - October 2024

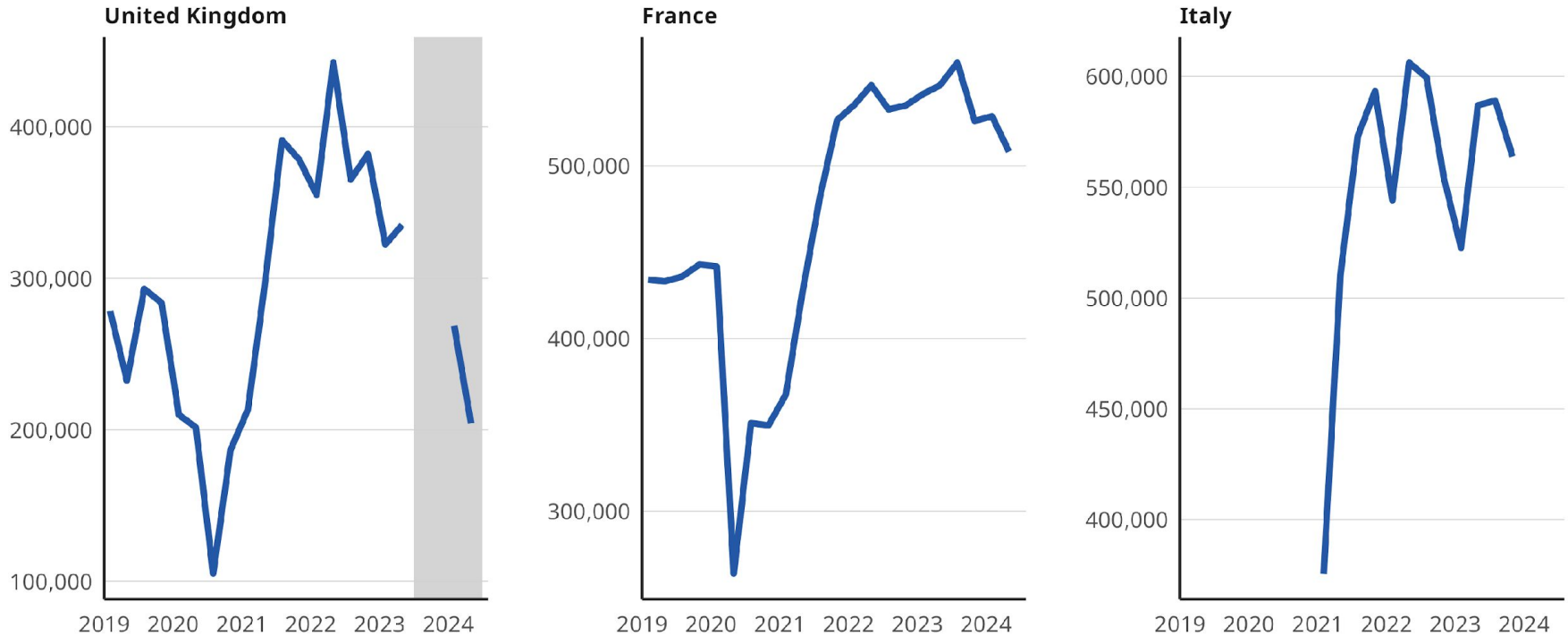


Sources: Eurostat (ages 15-74, to September 2024), Destatis (ages 15-65, to October 2024). Centered moving average.



Resignations are down from their peaks

Number of quits by country

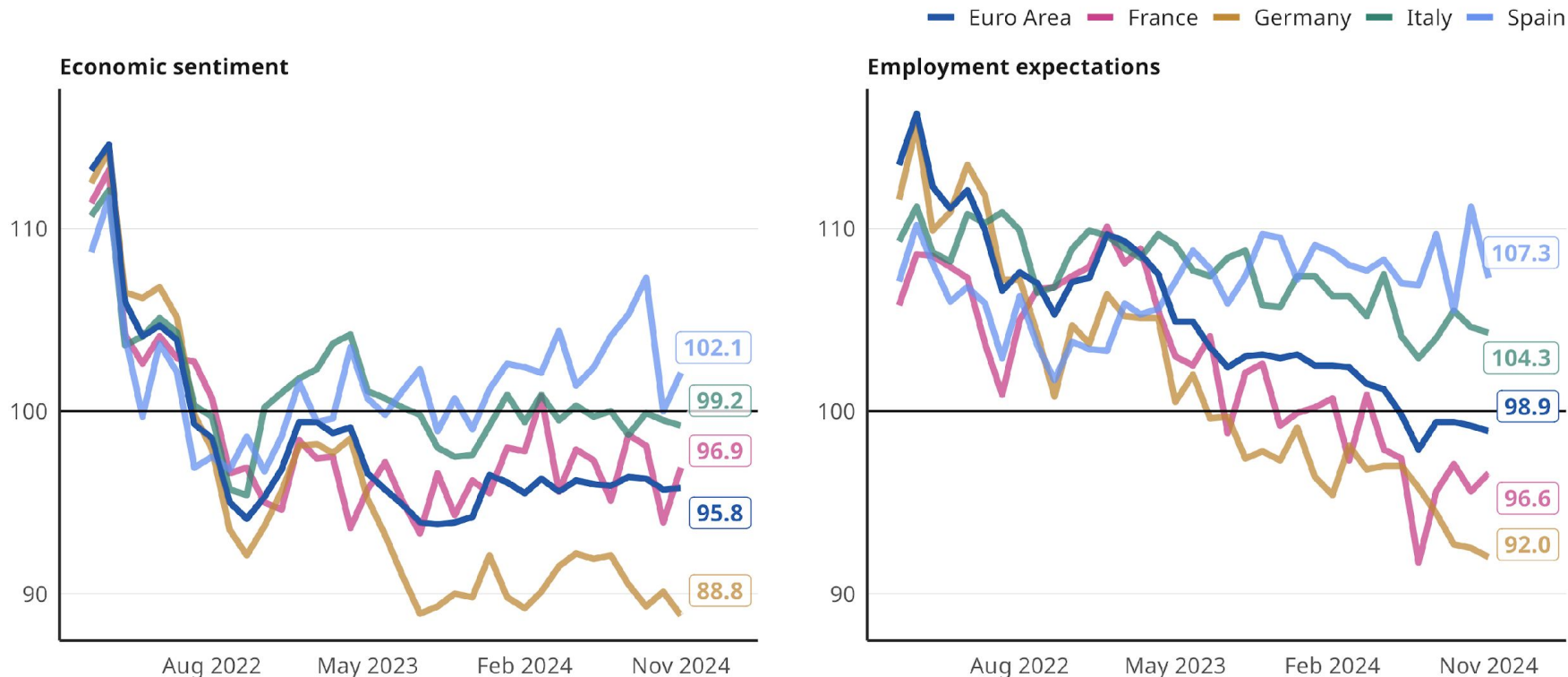


Sources: ONS (United Kingdom, LFS data quality issues in 2023-2024, to 2024-Q2), DARES (France, administrative data, including authorized early terminations of fixed-term contracts, to 2024-Q2), Ministry of Labour and Social Policies (Italy, administrative data available 2021-2023, to 2023-Q4).



Employment expectations are declining in the Euro Area

Index (long-term average = 100), monthly data, to Nov 2024



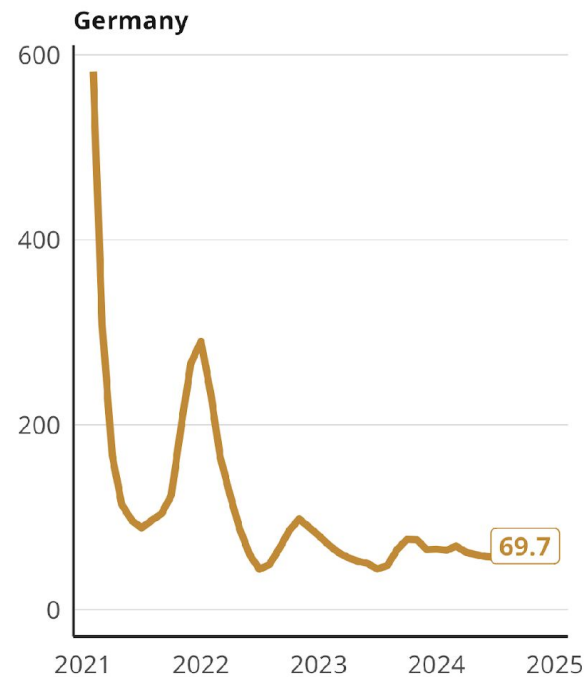
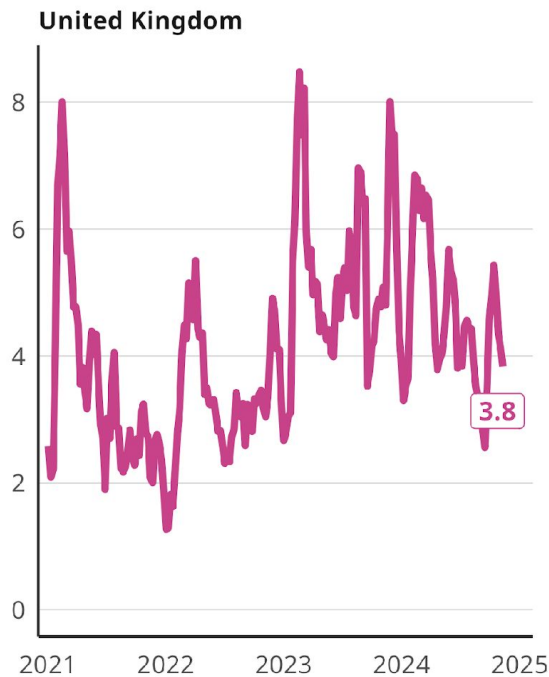
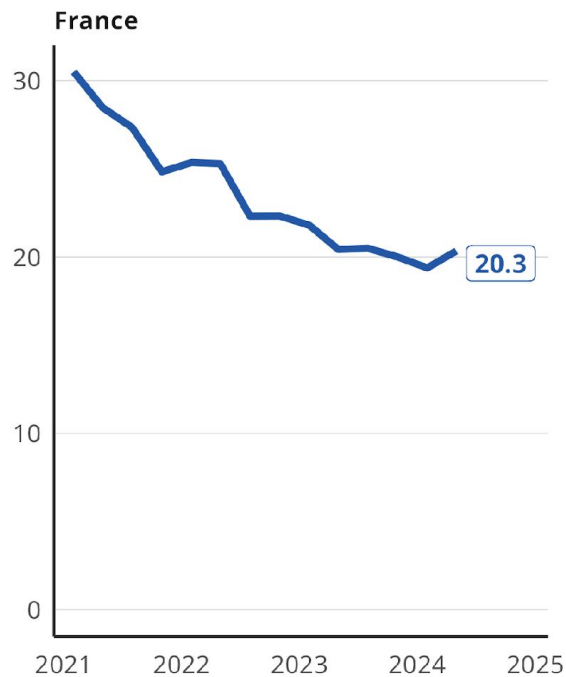
Source: Business and Consumer Survey, European Commission. Seasonal adjustment long-term averages calculated by the publisher.



Workforce adjustments remain at a low level

Measures of redundancy, in 1000s

— Layoffs ('licenciements économiques') — Notified potential redundancies — Number of short-time workers (notifications)

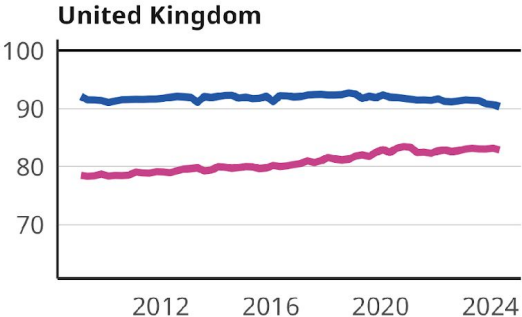
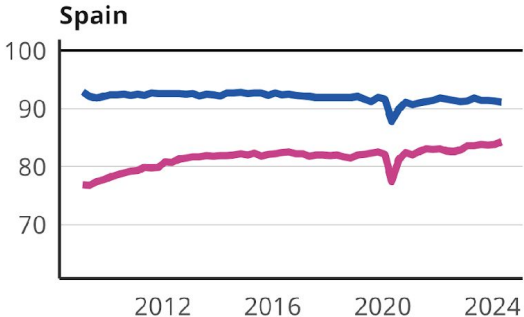
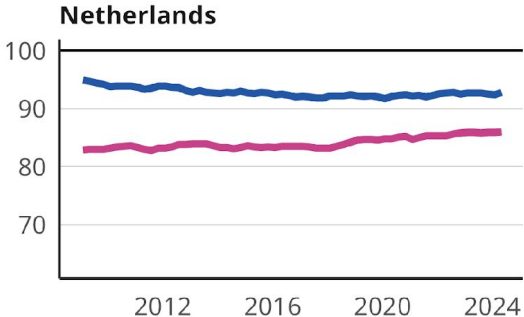
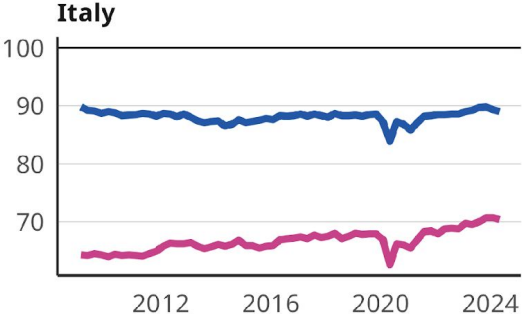
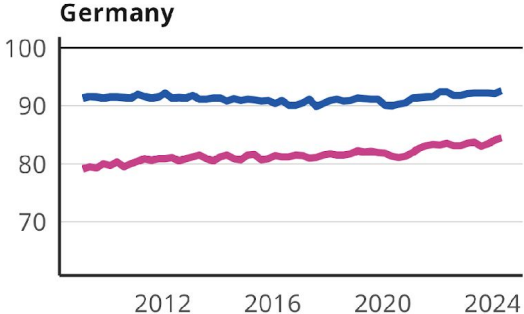
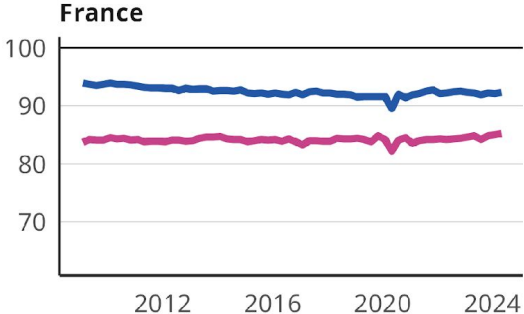


Sources: ONS (UK, 4-week average of weekly data, to Nov 2024), DARES (France, quarterly data, s.a., to Q2 2024), Bundesagentur für Arbeit (Germany, three-month moving average, to Aug 2024).

Women's Labour force participation is slowly catching up to men's

Labour force participation rate by gender, in percent of the population aged 25-54, to Q2 2024

Male Female



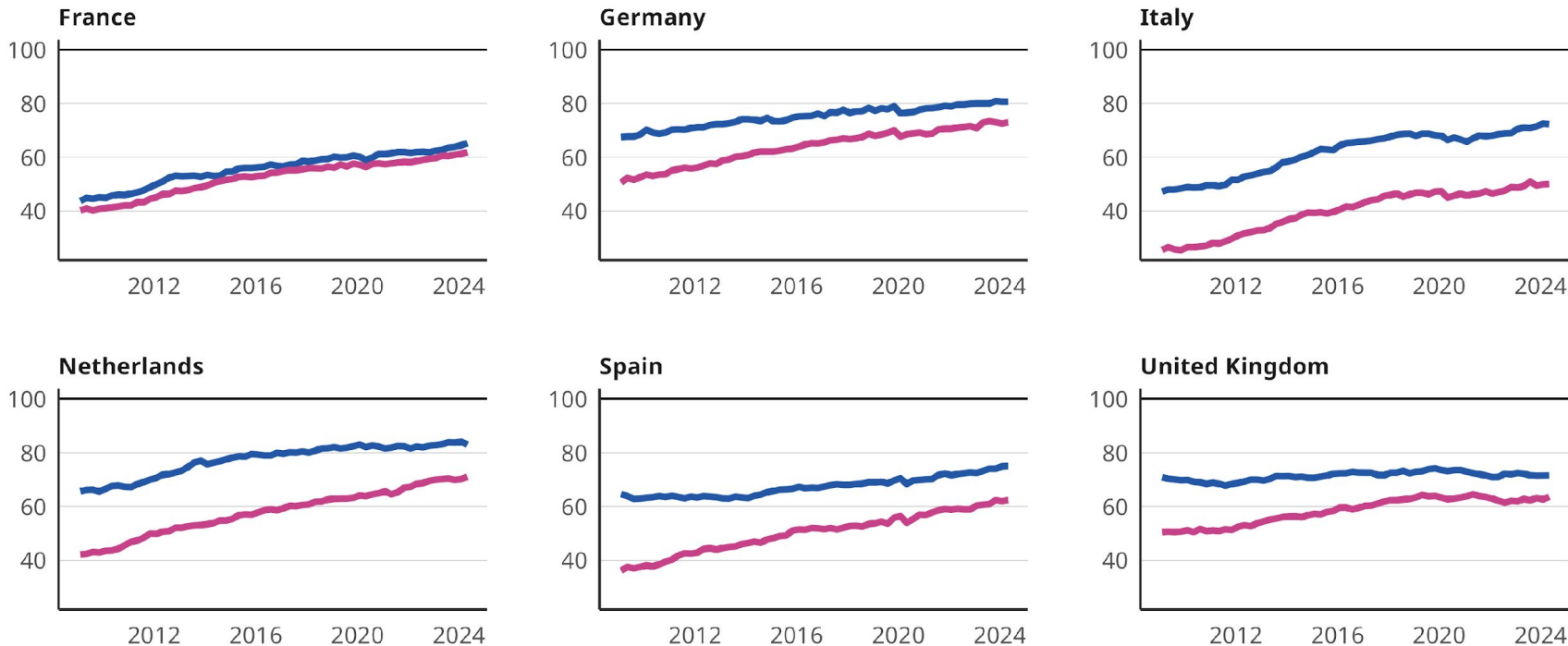
Sources: ILOSTAT (UK, to Q2 2024), Eurostat (EU countries, to Q2 2024). Seasonally adjusted.



Older workers participate at increasing rates with strong cross-country differences

Labour force participation rate by gender, in percent of the population aged 55-64, Q1 2009 to Q2 2024

— Male — Female

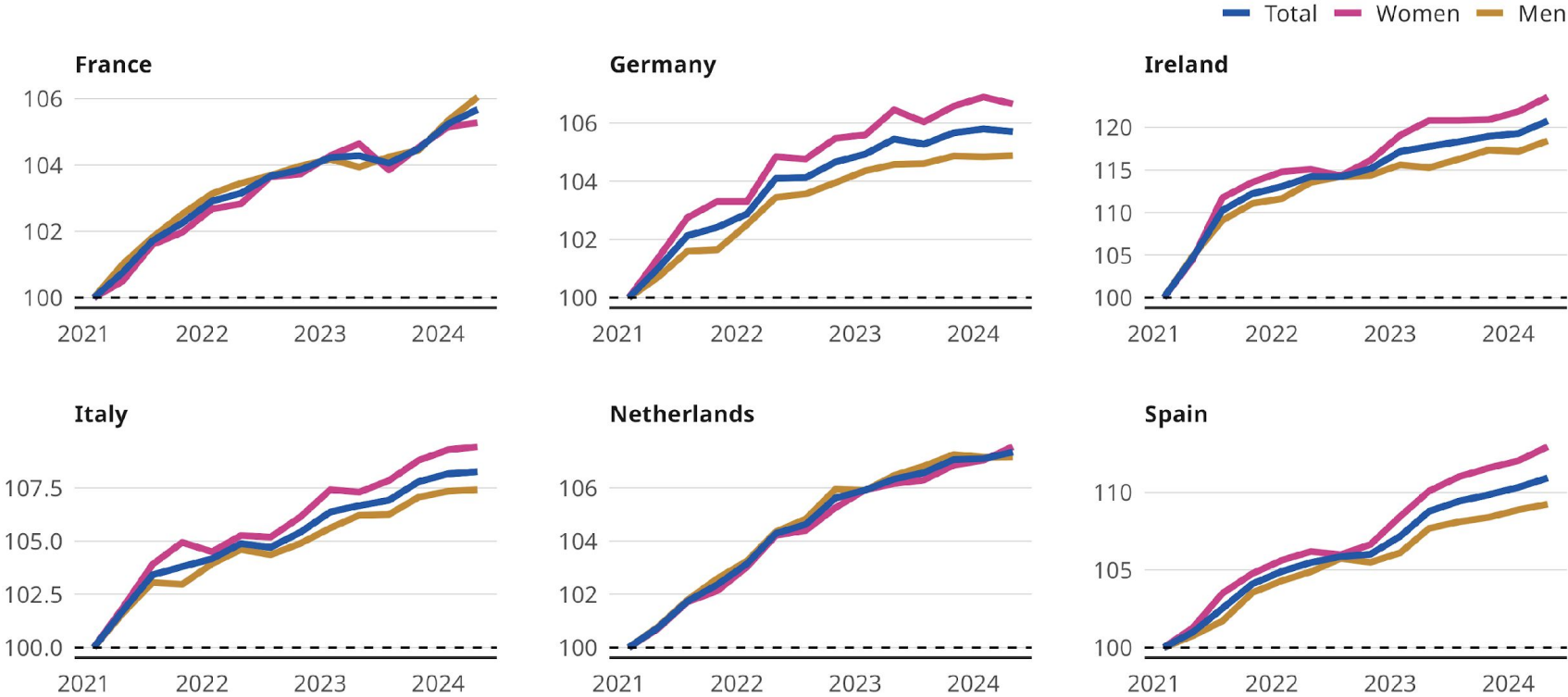


Sources: ILOSTAT (UK, to Q2 2024), Eurostat (EU countries, to Q2 2024). Seasonally adjusted.



Women's Employment Growth Outpaces Men's in Multiple Countries

Index 2021-Q1 = 100, to 2024-Q2

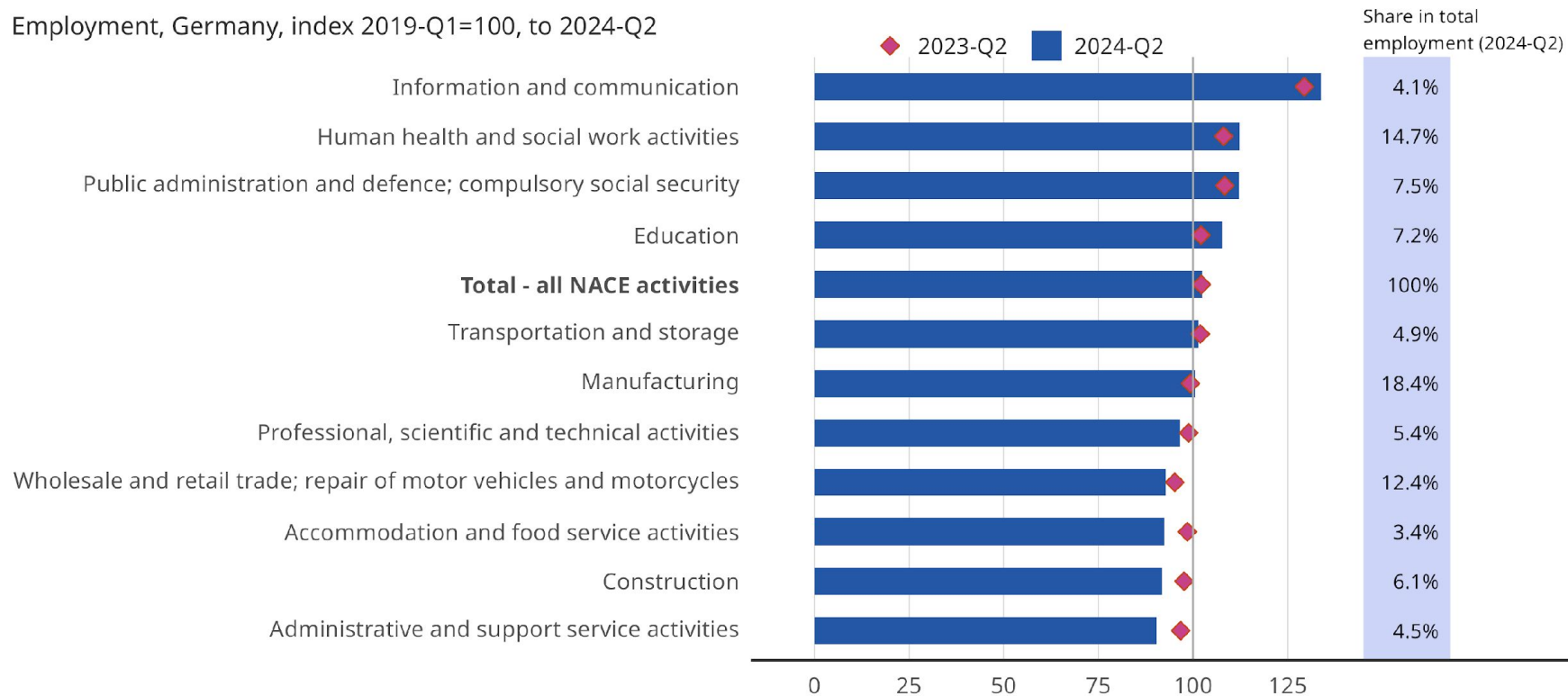


Source: Eurostat Employment (lfsq_egan2 s.a., ages 15-74) to 2024-Q2.



Employment increases in Information & Communication and sectors providing essential societal services

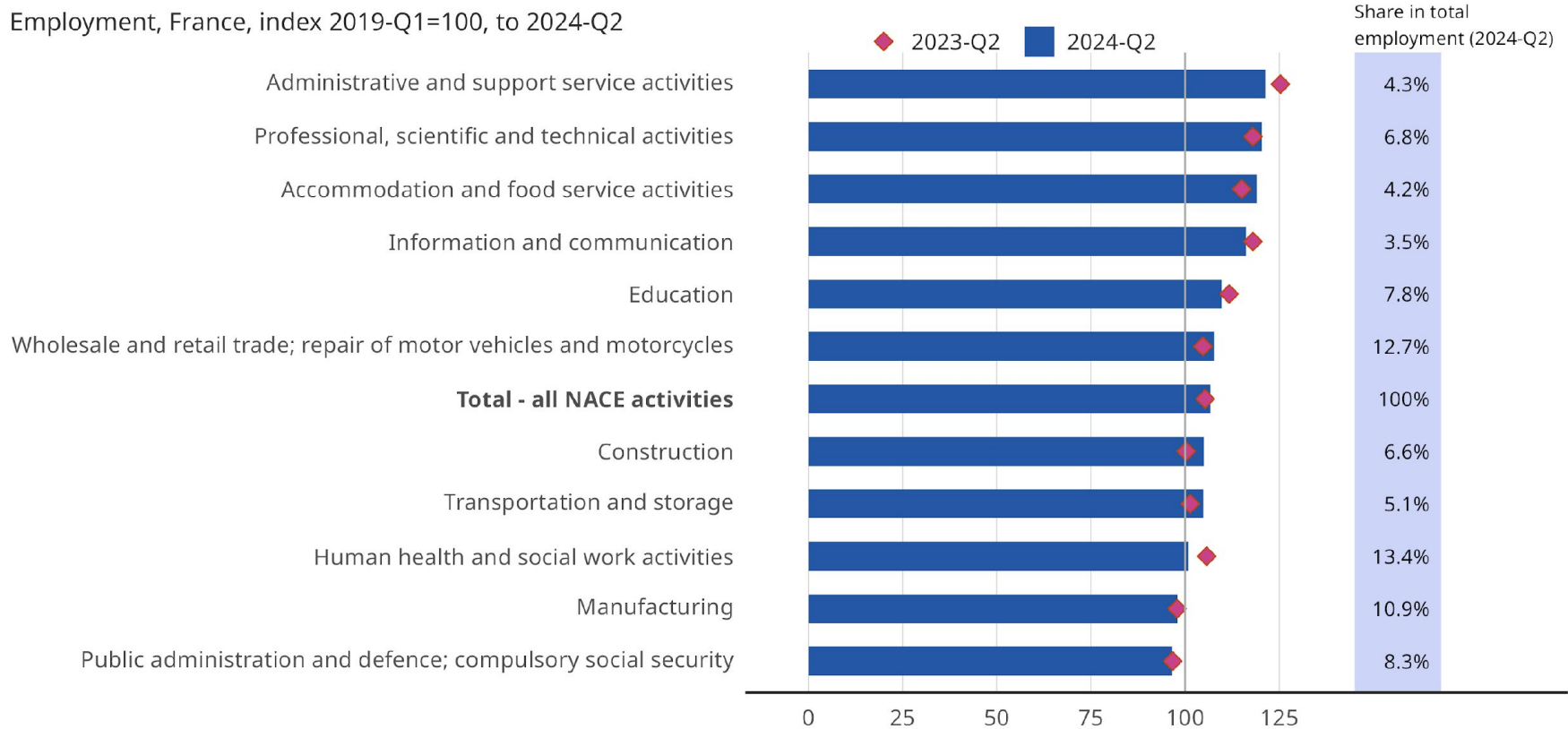
Employment, Germany, index 2019-Q1=100, to 2024-Q2



Source: Eurostat. Unadjusted series, ages 15-74.

French knowledge economy sees rising employment figures

Employment, France, index 2019-Q1=100, to 2024-Q2



Source: Eurostat. Unadjusted series, ages 15-74.

Posted wage growth slowed in most countries in September

Y-o-y growth in posted wages, to Oct 2024

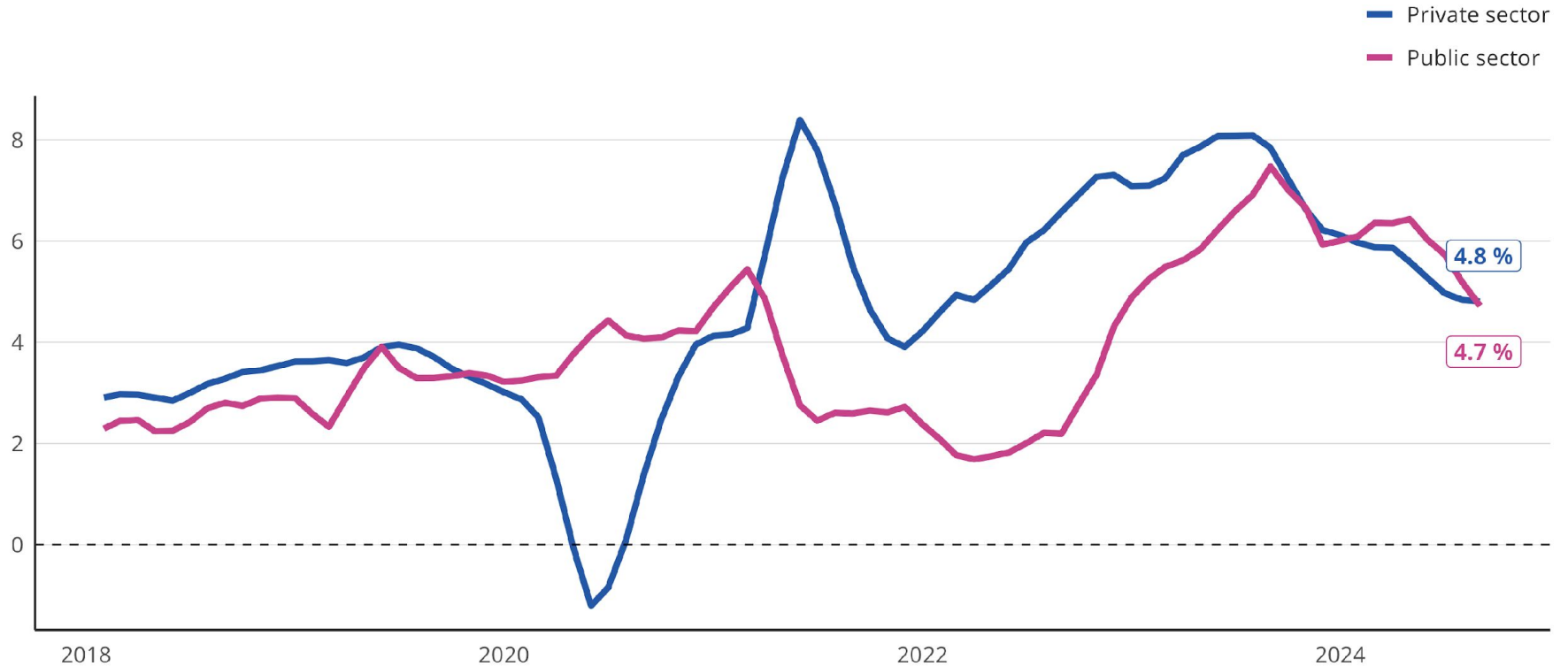


Source: Indeed Wage Tracker



United Kingdom: growth in average weekly earnings remains strong

Year-on-year growth rates in regular pay, seasonally adjusted, to September 2024



Source: ONS.

→ hiringlab.org

→ data.indeed.com