

# European Labour Market Trends

March 2025

Indeed Hiring Lab

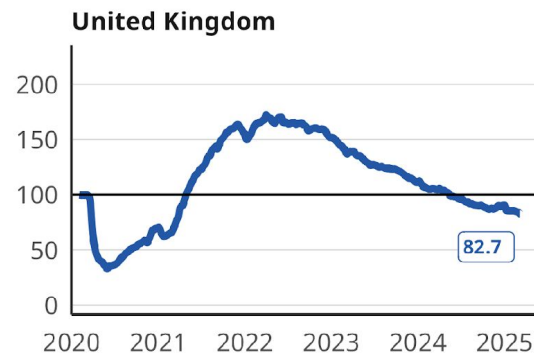
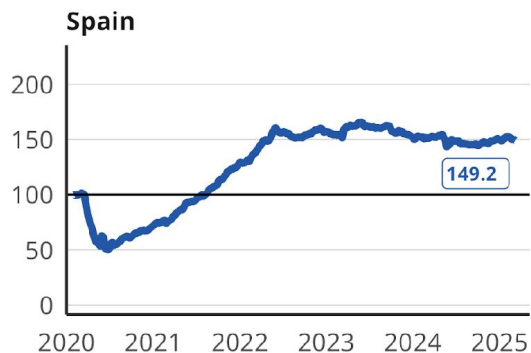
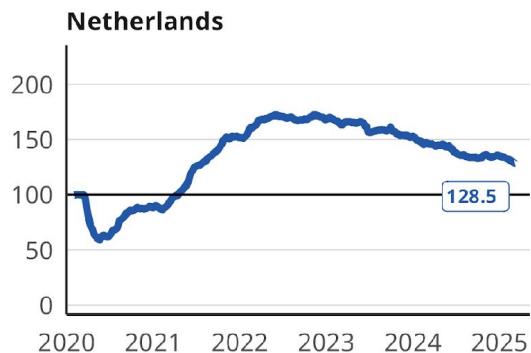
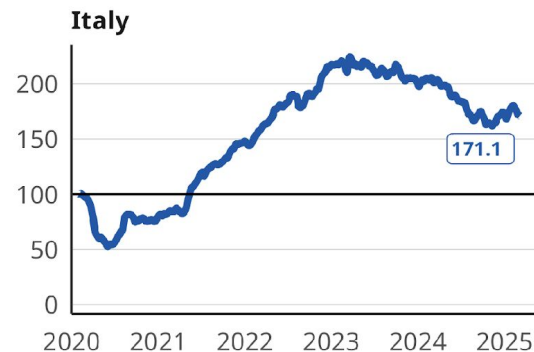
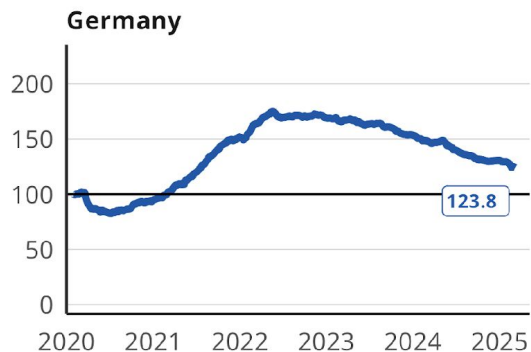
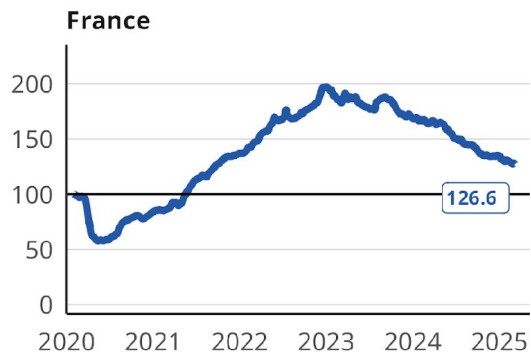


# Europe: labour market overview

- Job postings, while declining, largely remain above pre-pandemic levels and are falling at a slower rate.
- The share of occupational sectors in which postings are still higher than before the pandemic has decreased (exception: Spain).
- High-remote, high-wage sectors have generally seen the largest decreases in postings.
- Remote work has reached a plateau in most countries, and is declining in some.
- AI terms appear in more than 2% of job postings in most European countries, and more than 5% in Ireland.
- Economic sentiment is below-average and employment expectations are decreasing in several countries.
- Redundancies are down from their peaks in Italy, France and the UK.
- Posted wage growth remains stable or declines, with variations across countries.

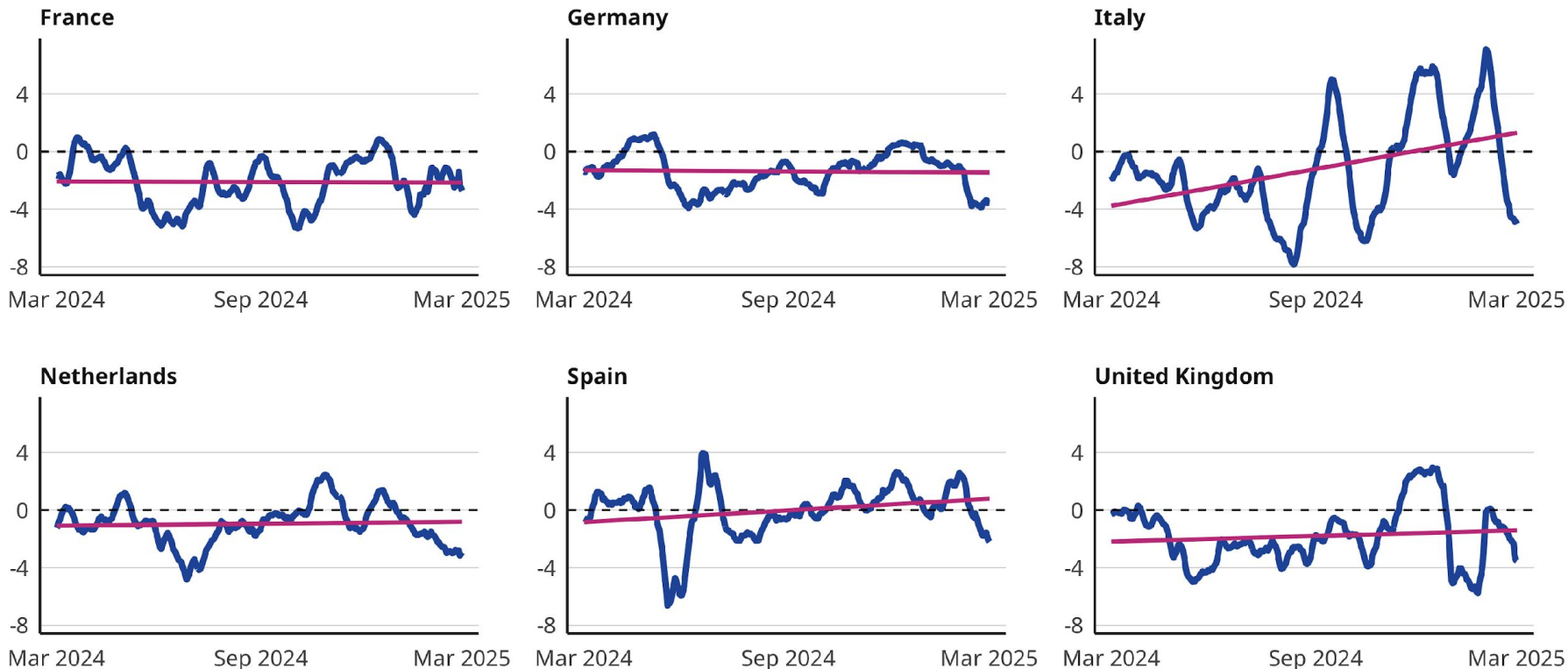
# Job postings: downward trend is slowing

Indeed Job Postings Index (100 = 01 Feb 2020), seasonally adjusted, to 07 Mar 2025



# Negative growth rates prevail, with a turnaround in Italy and Spain

Month-on-month growth rates in the Indeed Job Postings Index, seasonally adjusted, 07 Mar 2024 - 07 Mar 2025

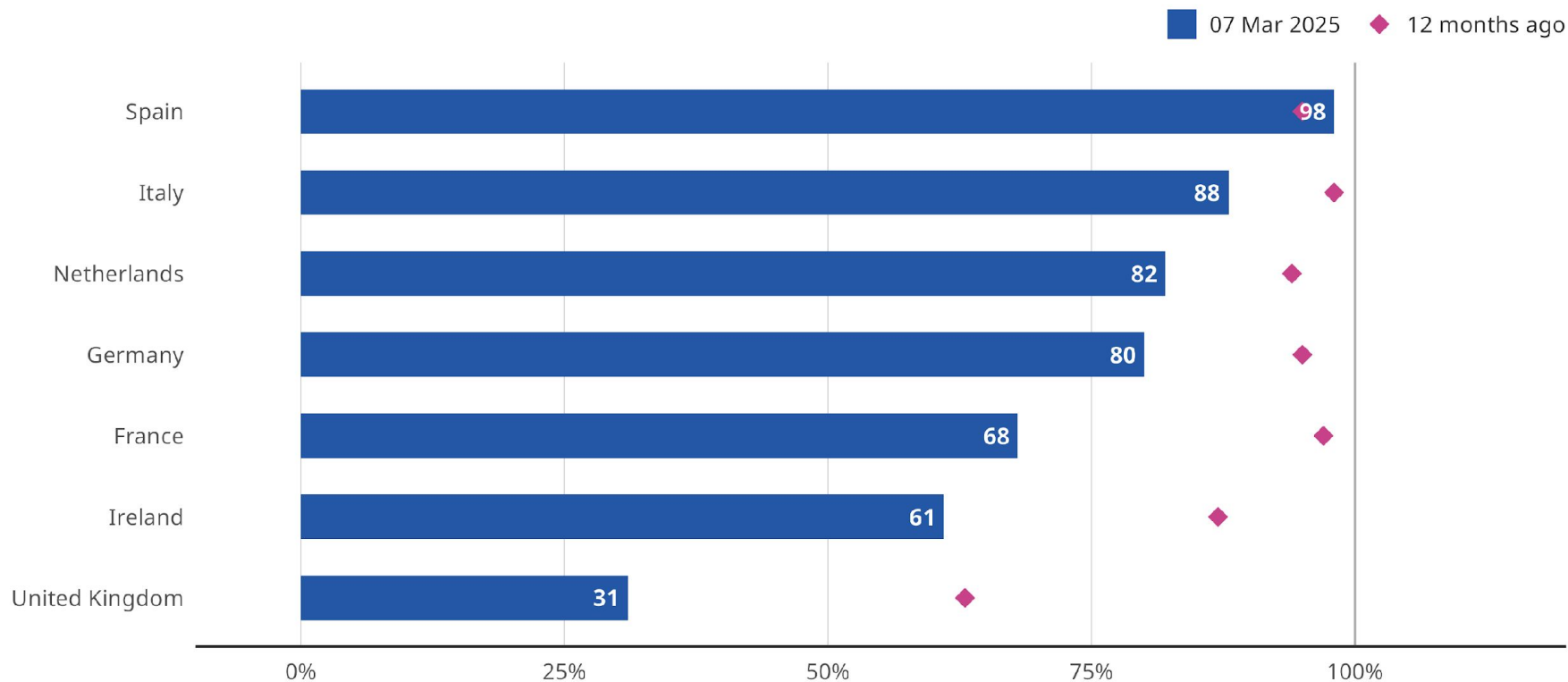


Source: Indeed



# 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)

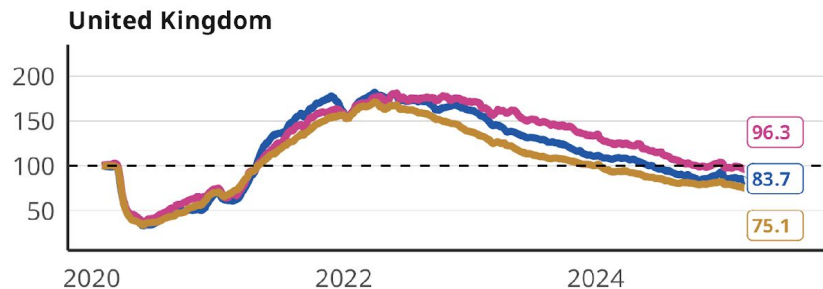
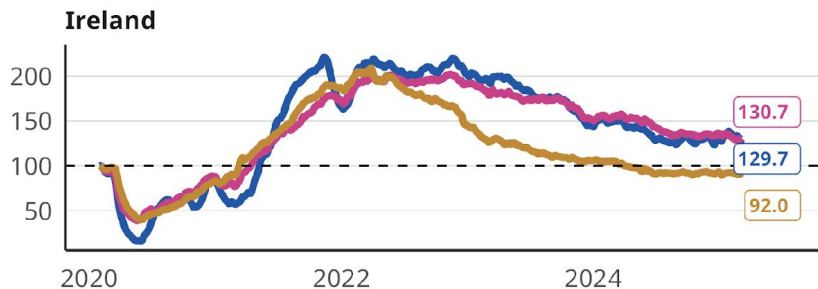
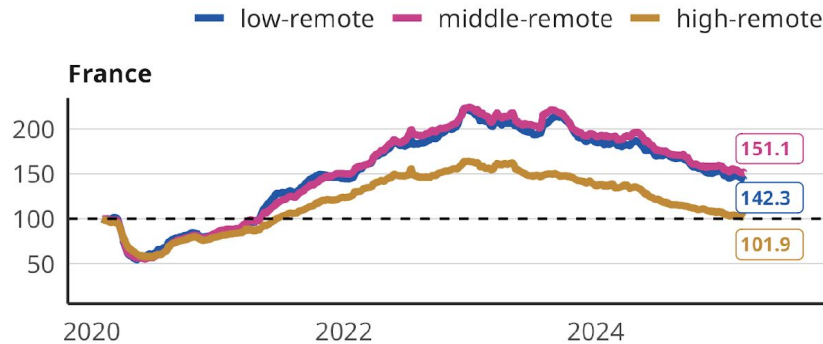
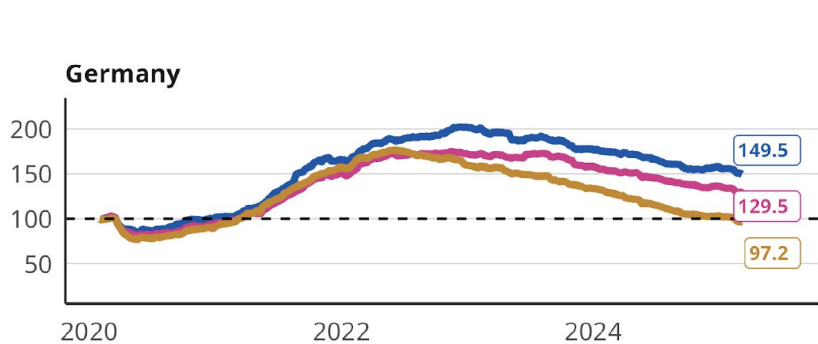


Source: Indeed



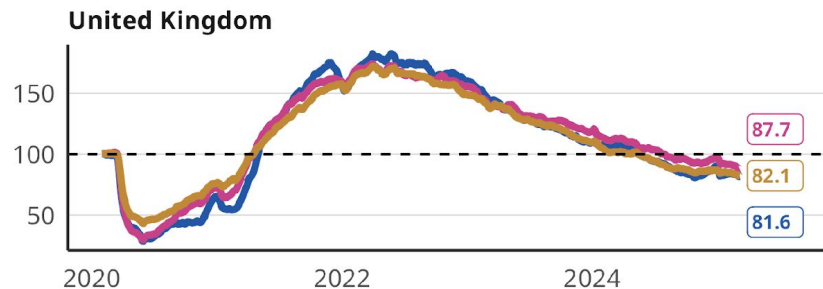
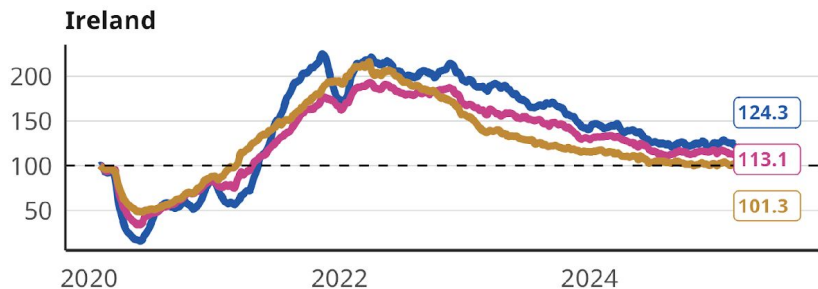
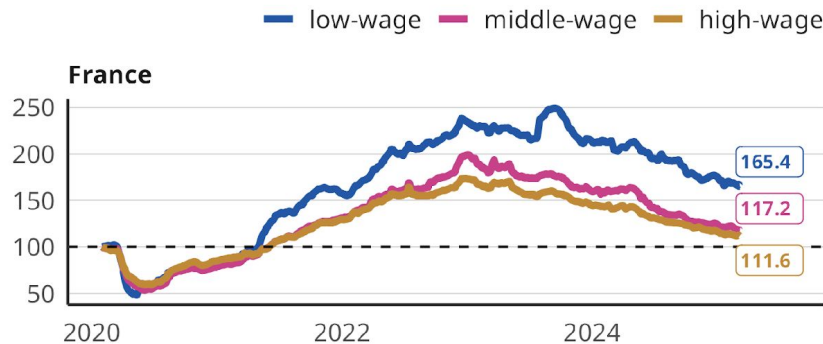
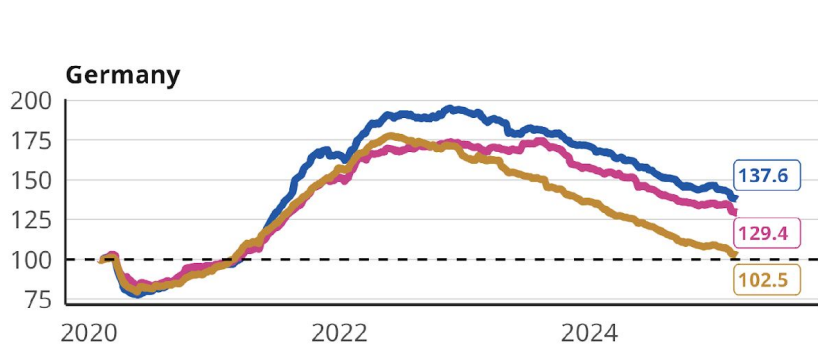
# Postings are weakest in high-remote sectors

Index 100 = Feb 2020, seasonally adjusted, to 07 Mar 2025



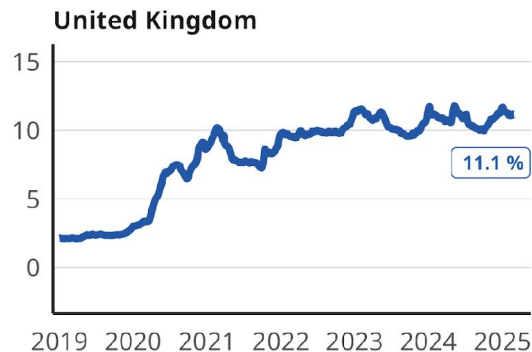
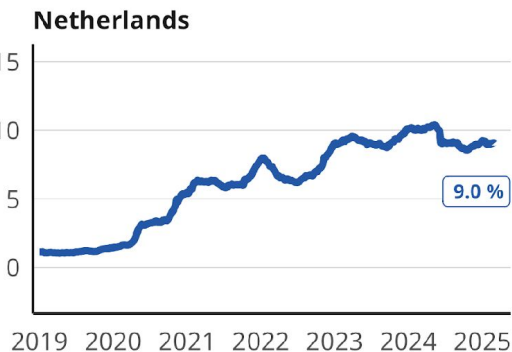
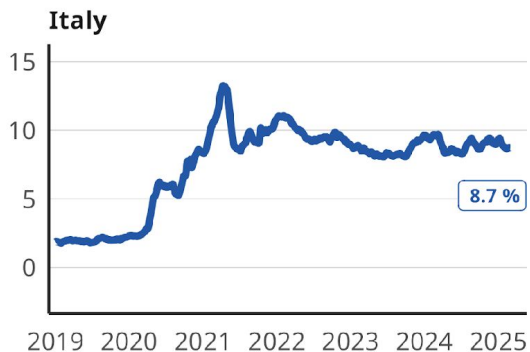
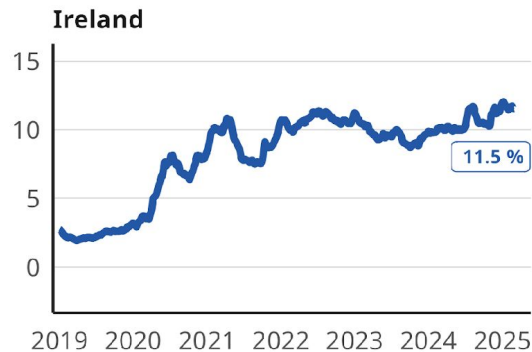
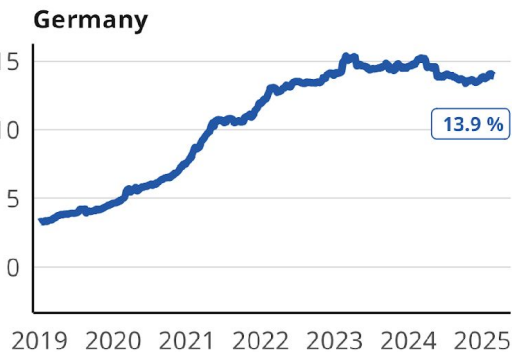
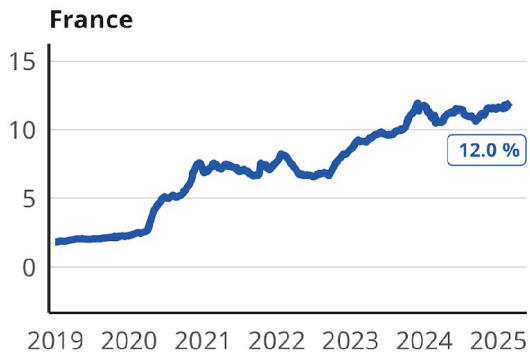
# High-wage sectors experienced the strongest decrease in postings

Index 100 = Feb 2020, seasonally adjusted, to 07 Mar 2025



# Remote work remains has become established practice but reached plateau

Share (%) of job postings mentioning remote/hybrid terms, to February 2025



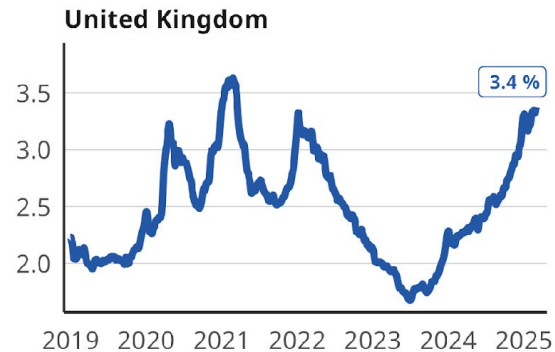
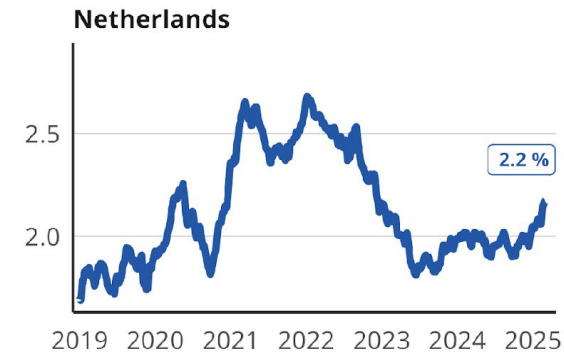
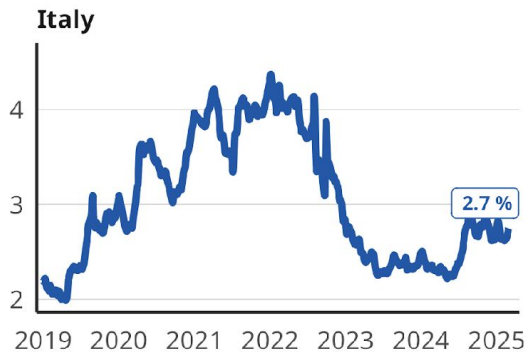
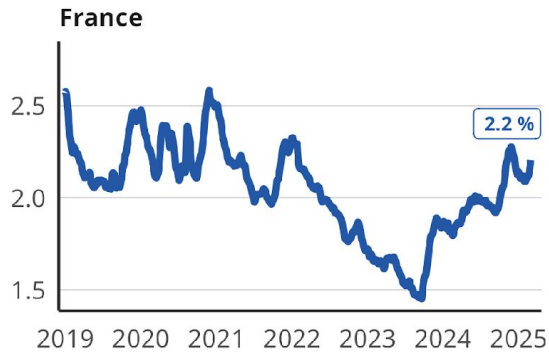
Source: Indeed. Cross-country level differences are partly due to differences in sector composition.





# 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 February 2025

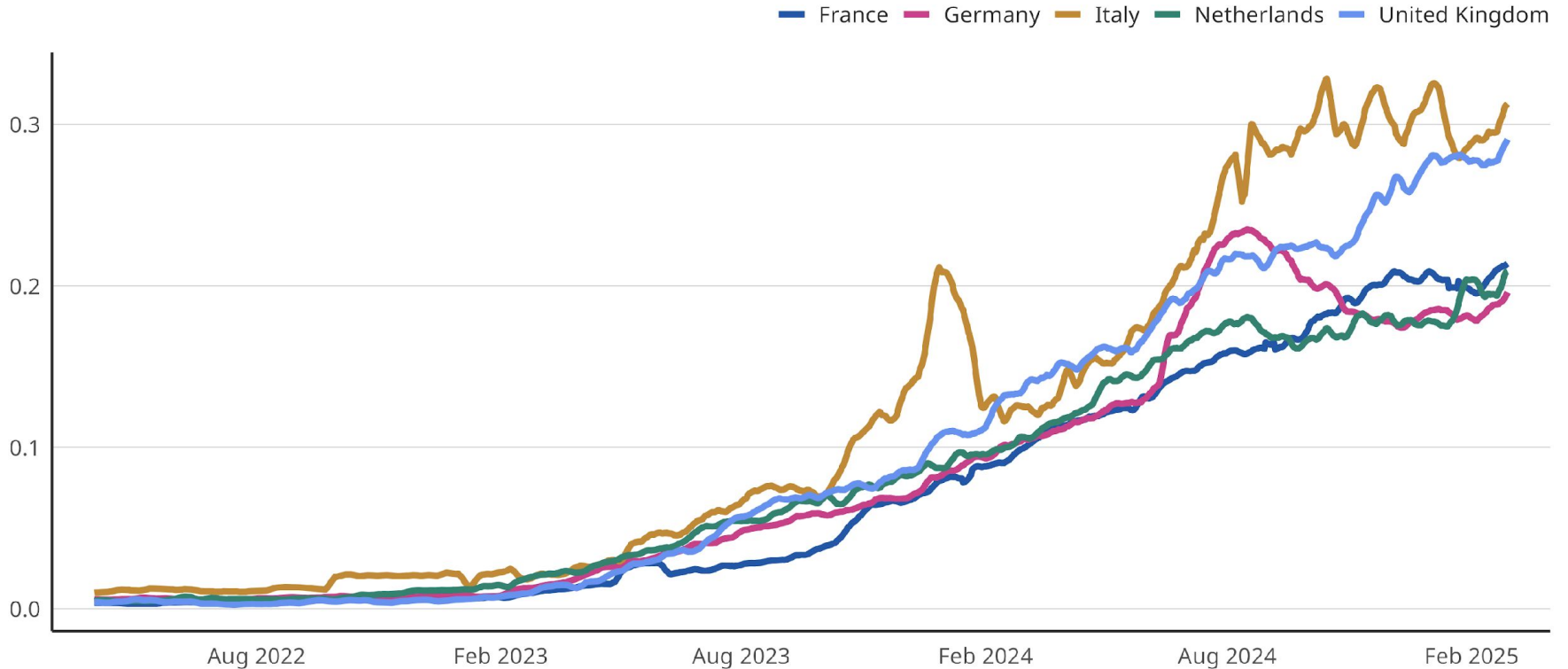


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



# GenAI-related jobs are a small but rapidly growing market segment

Percentage (%) of job postings mentioning GenAI terms, 7-day moving average, to February 2025

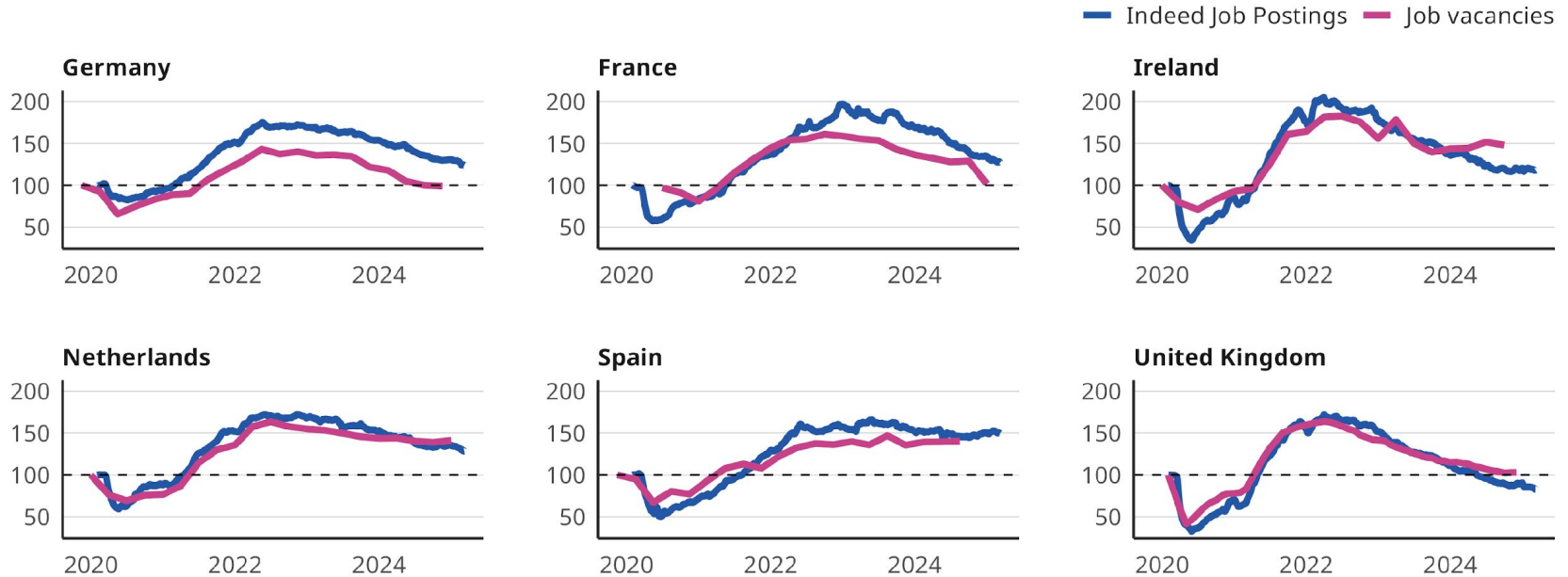


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



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

Job postings and official vacancies, indexed and seasonally adjusted, to 07 Mar 2025



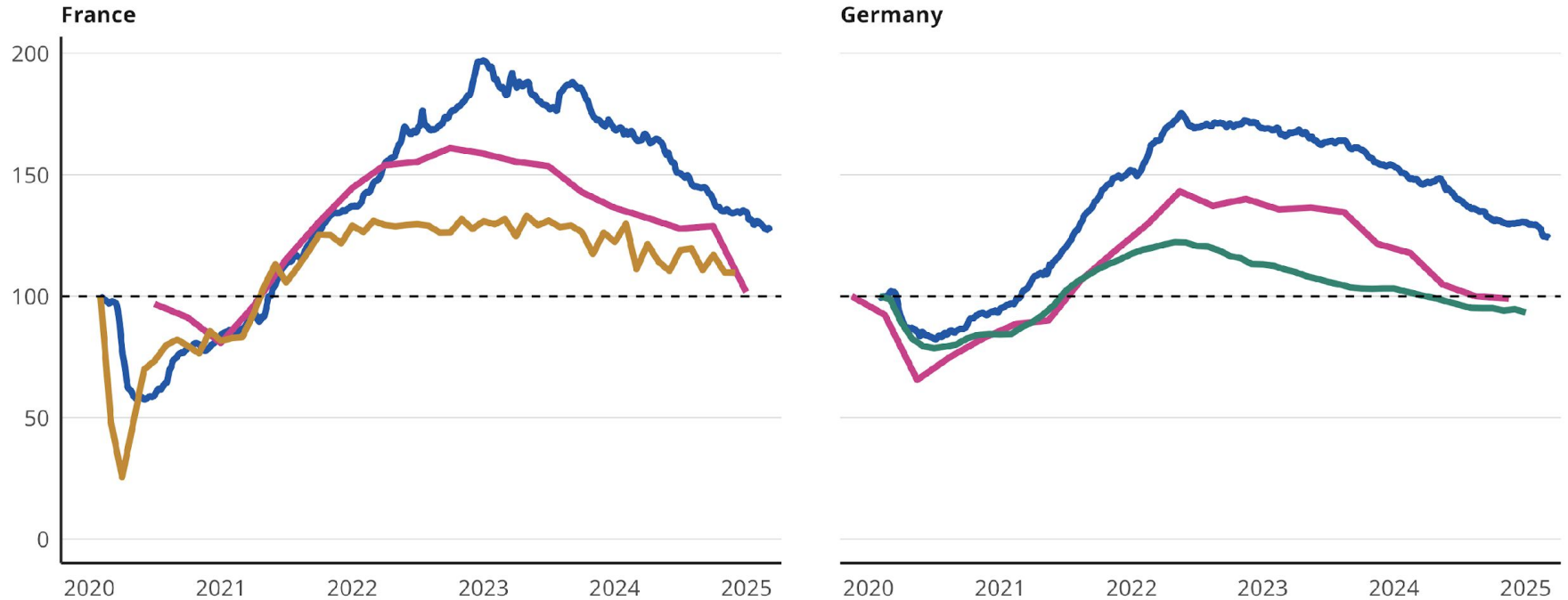
Source: Indeed, Eurostat (Germany, France, Spain, Ireland, Netherlands; quarterly data, to Q4 2024), ONS (United Kingdom; monthly data, to Dec 2024). Index 100 = Feb 2020 for Indeed and ONS data. Index = Q4 2019 for Eurostat data. Missing value in French data for Q1 2020. Eurostat data is survey-based 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 07 Mar 2025

— Indeed Job Postings — Job vacancies — New registered vacancies — Registered vacancies

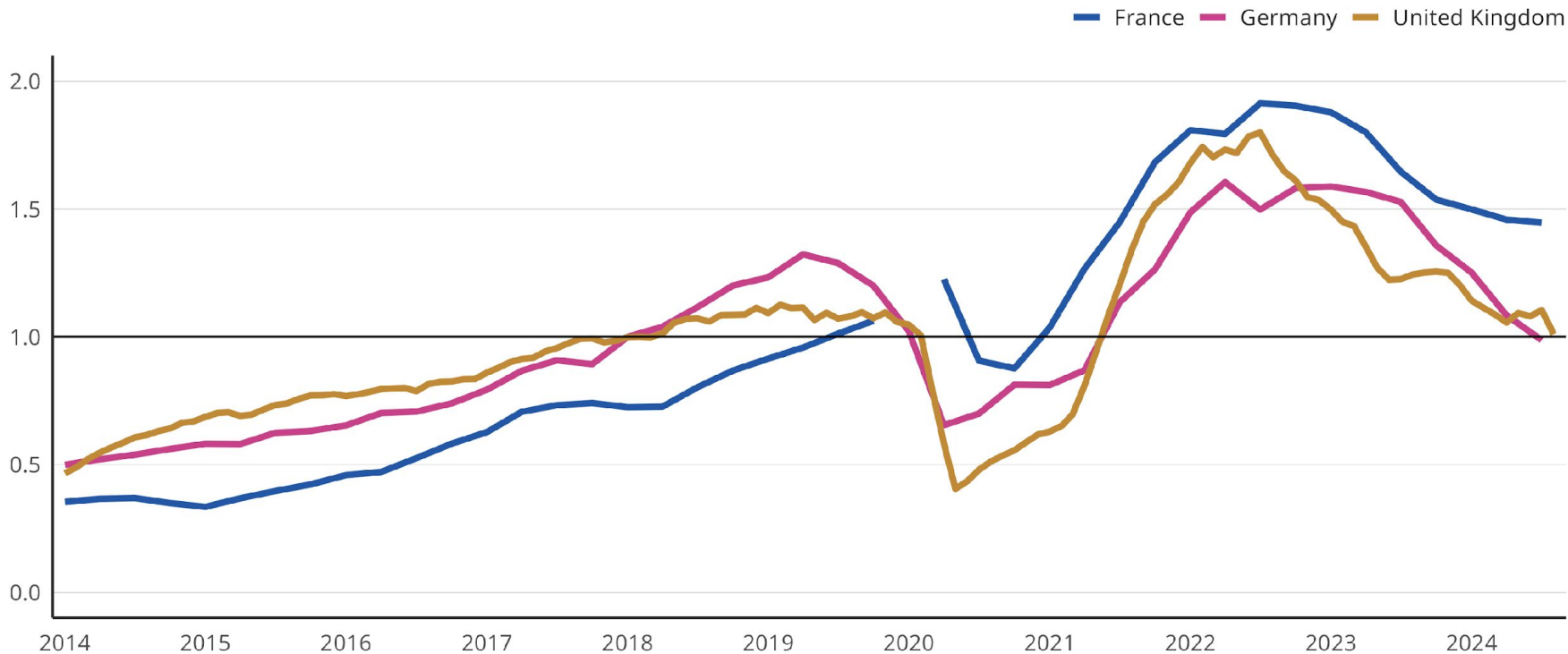


Sources: Indeed, Eurostat (Job vacancies, quarterly data, to Q4 2024, missing value in French vacancy data for Q1 2020), OECD (Registered vacancies, monthly data, to Jan 2025). Index 100 = Feb. 2020 for Indeed and OECD data. Index = Q4 2019 for Eurostat data.



# Labour markets are gradually loosening in major European economies

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

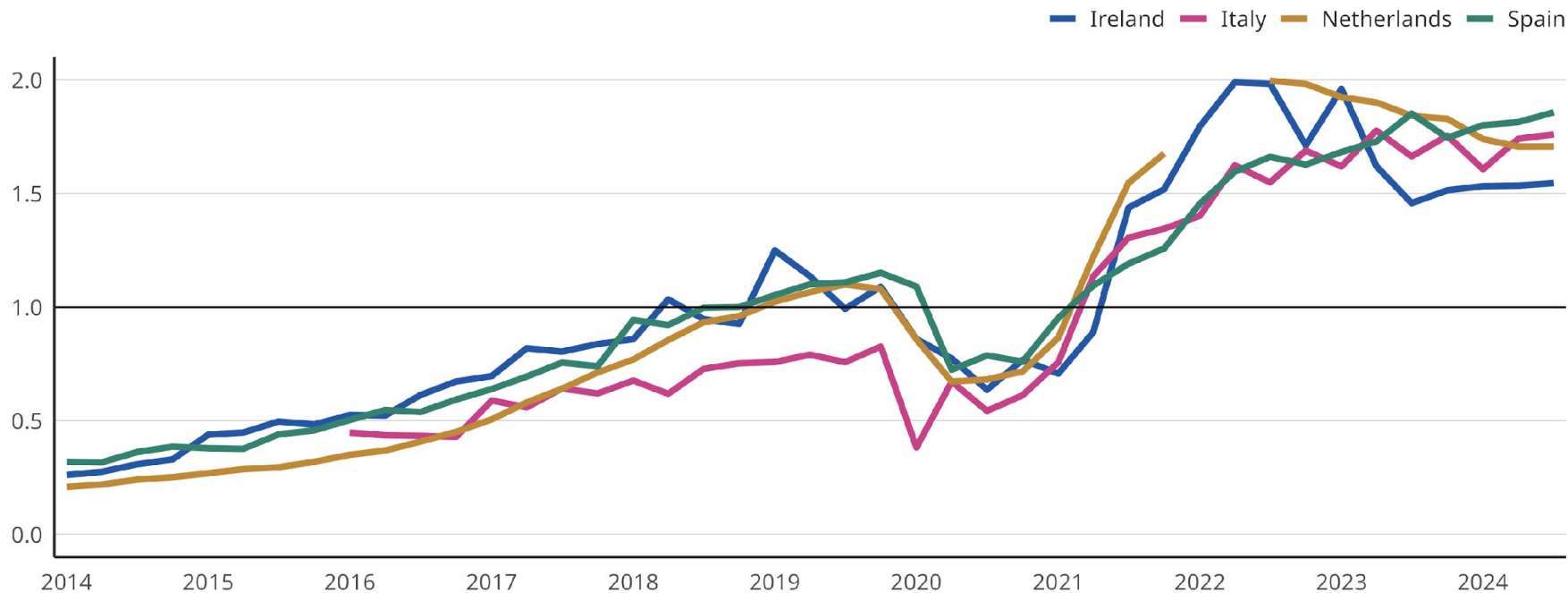


Sources: Eurostat (to Q3 2024), ONS (to Q3 2024). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (UK: 16-64). Vacancies from Eurostat refer to NACE-Rev.2 sectors B-S. Missing value in French vacancy data for Q1 2020.



# 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



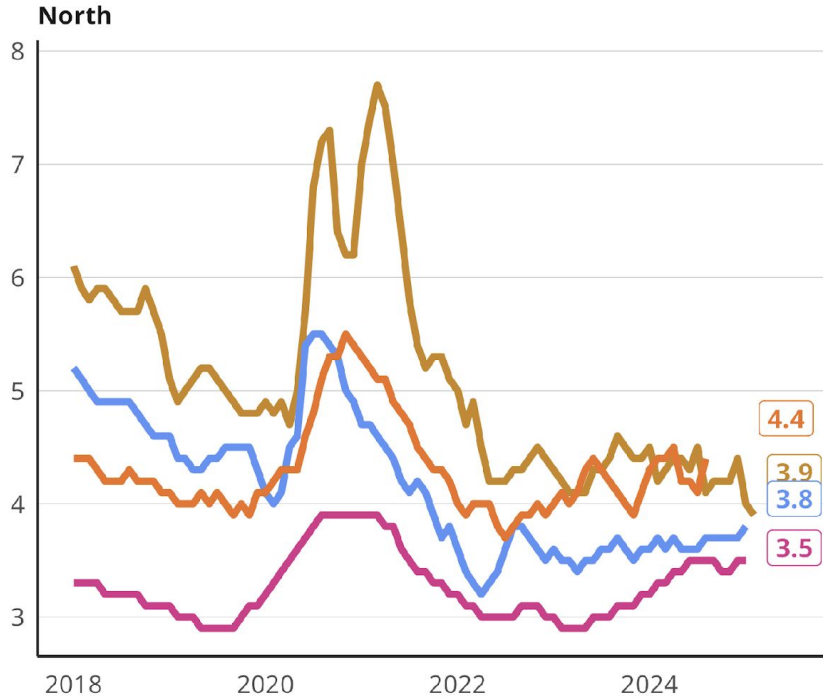
Sources: Eurostat (to Q3 2024). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (Spain: 16-74). Vacancies refer to NACE-Rev.2 sectors B-S. For Italy, the number of vacancies is approximated by the vacancy rate referring to sectors B-S except O.



# Unemployment Rates are slowly rising in some countries

Unemployment, in % of the labour force, Europe, Jan 2019 - Feb 2025

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

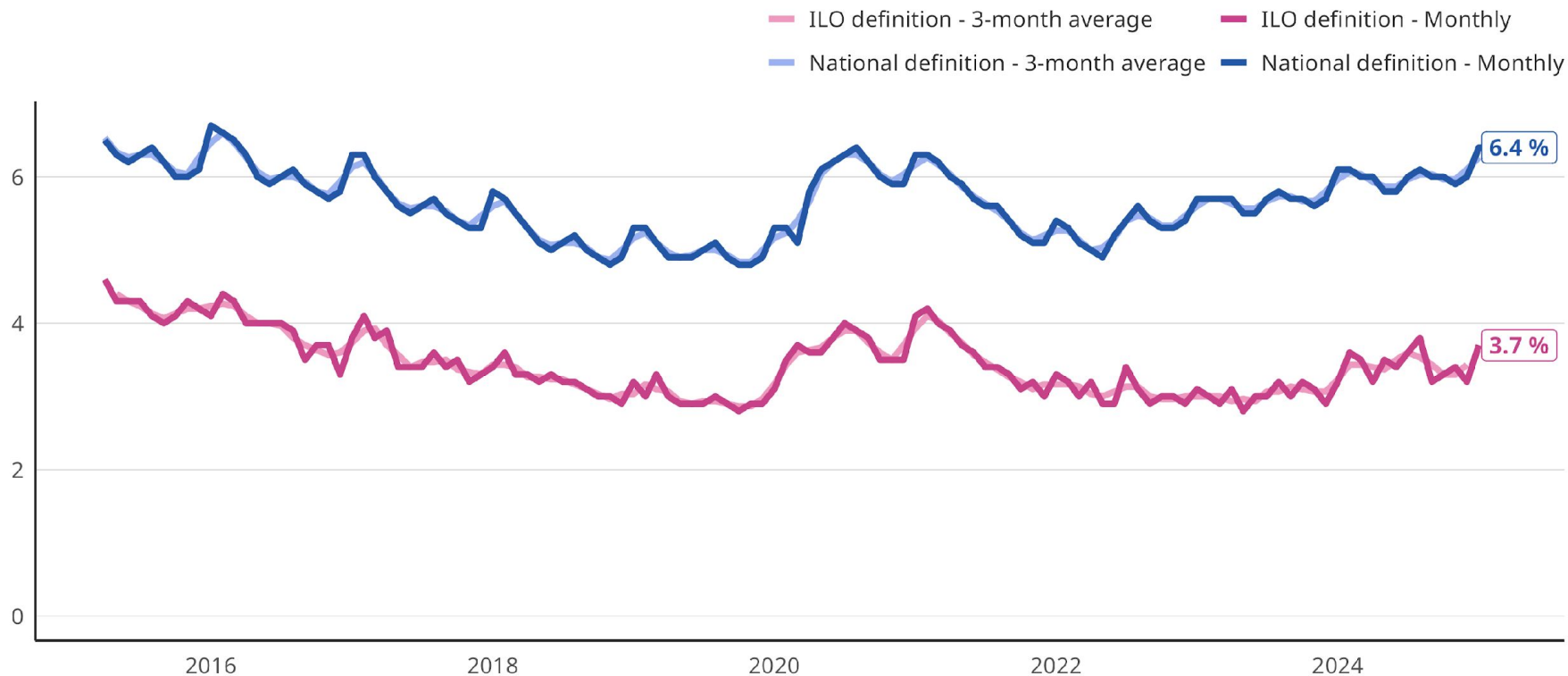


Sources: Eurostat, ONS. Seasonally adjusted unemployment rate among ages 15-74. ONS data refers to ages 16-64, latest data: Aug 2024.



# Unemployment in Germany keeps slowly rising

Unemployment, in % of the civilian labour force, Europe, March 2015 - February 2025



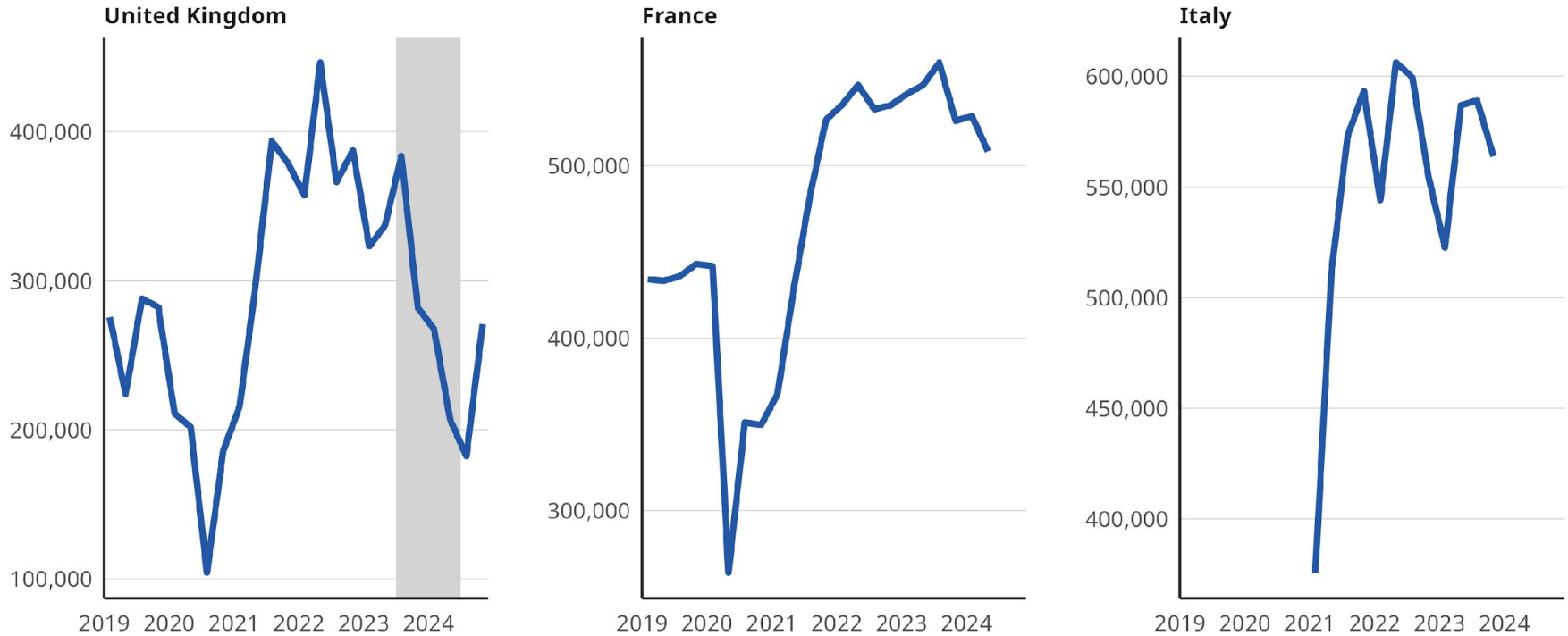
Sources: Eurostat (ages 15-74, to January 2025), Destatis (ages 15-65, to February 2025). Centered moving average.





# Resignations are down from their peaks

Number of quits by country

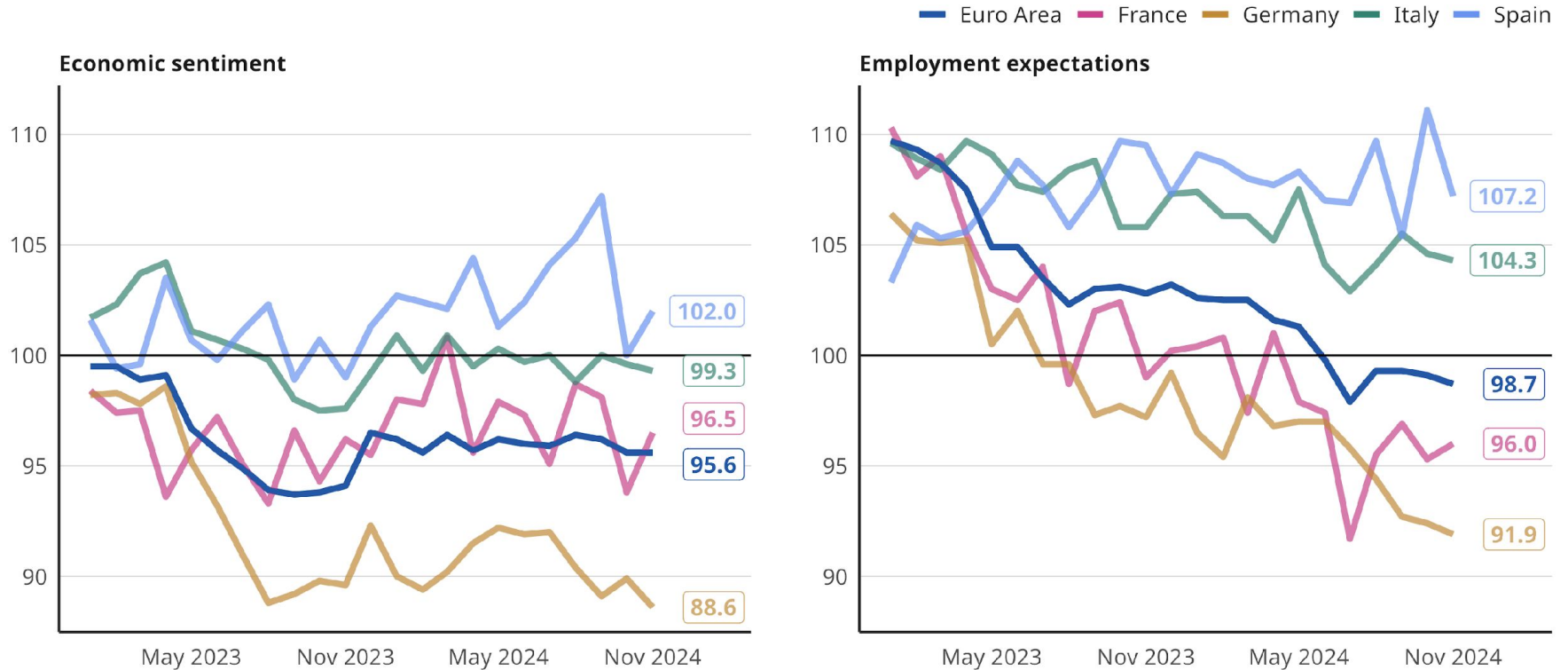


Sources: ONS (United Kingdom, LFS data quality issues in 2023-2024, to 2024-Q4), DARES (France, administrative data, including authorized early terminations of fixed-term contracts, to 2024-Q2), Ministry of Labour and Social Policies (Italy, administrative data available 2021-2023, to 2023-Q4).



# Below-average economic sentiment accompanied by dipping employment expectations:

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



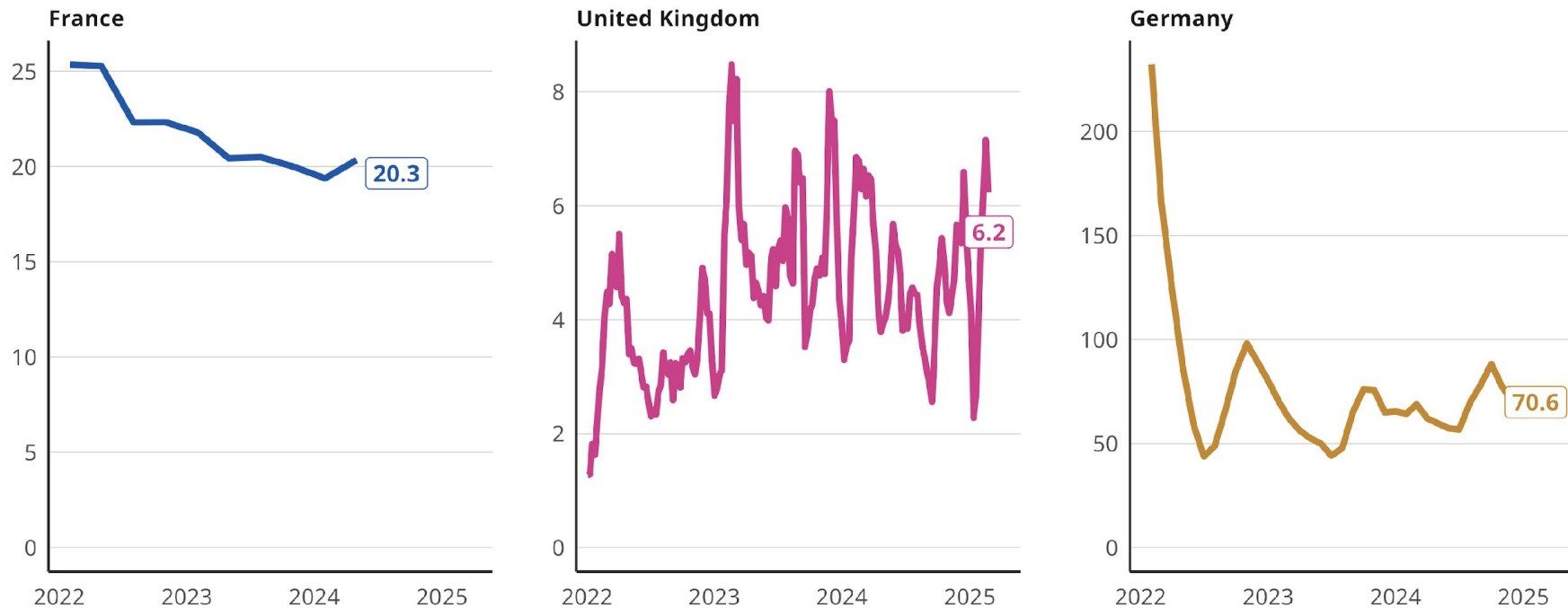
Source: Business and Consumer Survey, European Commission. Seasonal adjustment long-term averages calculated by the publisher.



# Workforce adjustments slightly above post-pandemic low

Redundancy measures over the past three years, in thousands

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

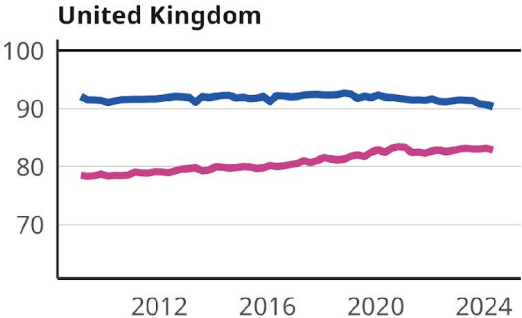
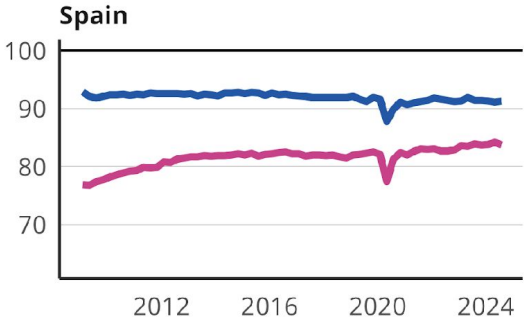
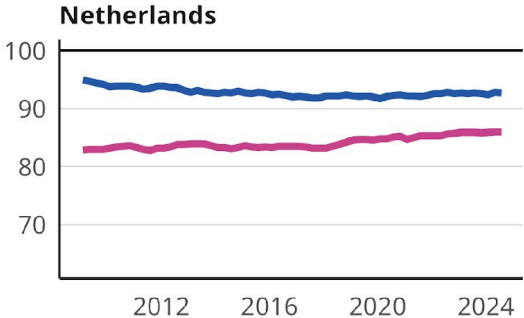
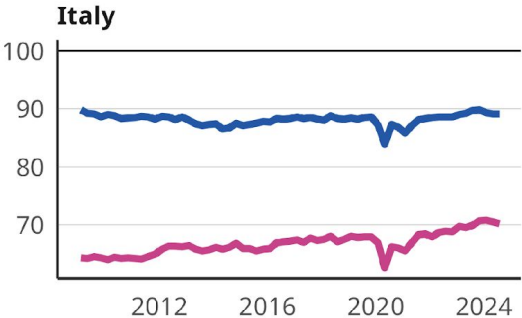
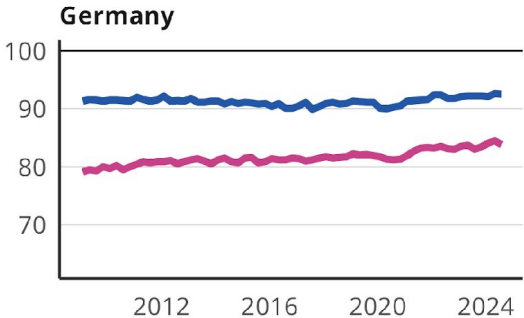
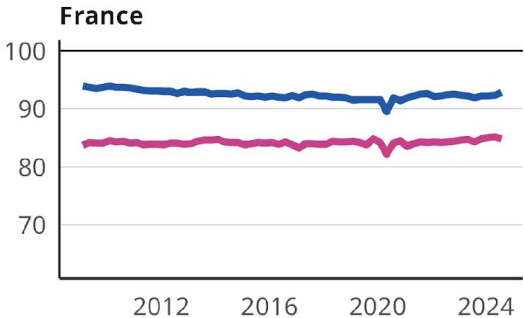


Sources: ONS (UK, 4-week average of weekly data, to Feb 2025), DARES (France, quarterly data, s.a., to Q2 2024), Bundesagentur für Arbeit (Germany, three-month moving average, to Dec 2024).

# 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 Q3 2024

Male Female

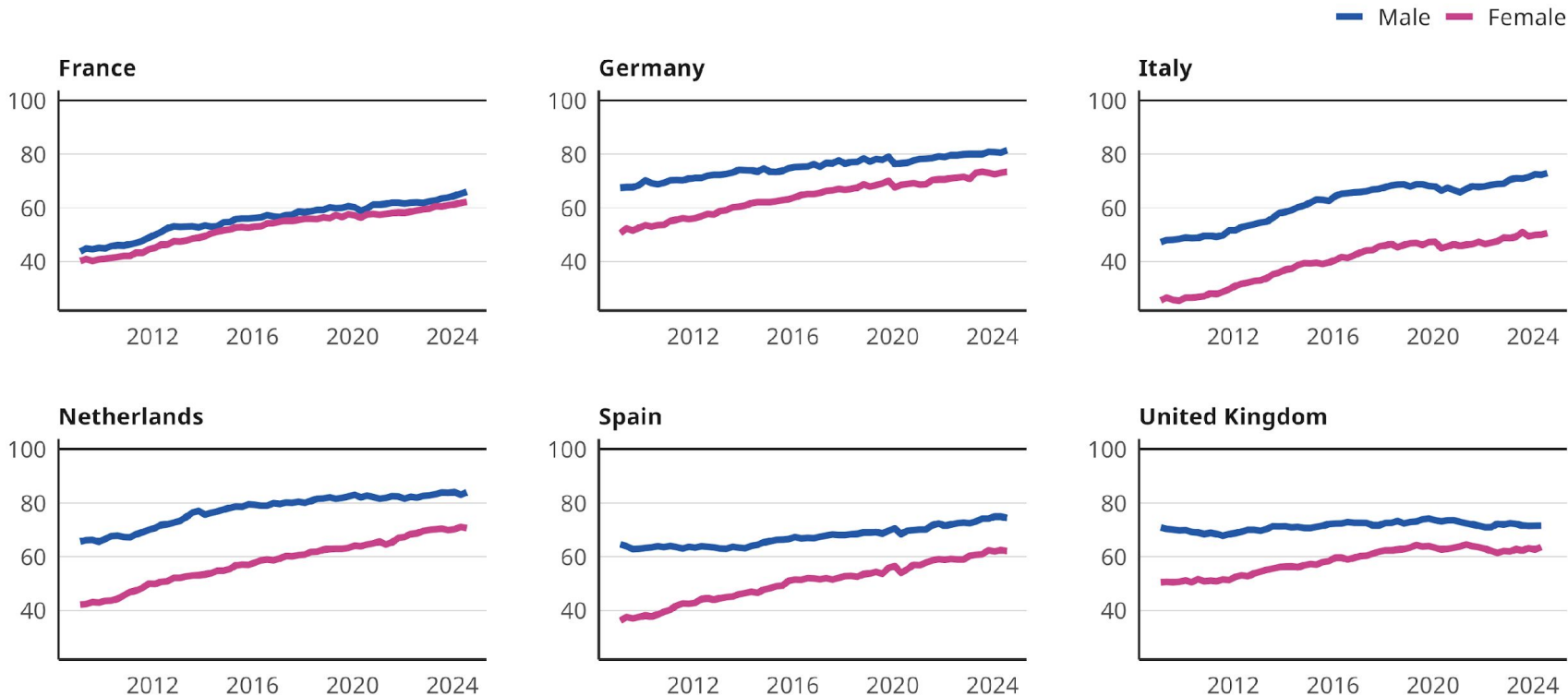


Sources: ILOSTAT (UK, to Q2 2024), Eurostat (EU countries, to Q3 2024). Seasonally adjusted.



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

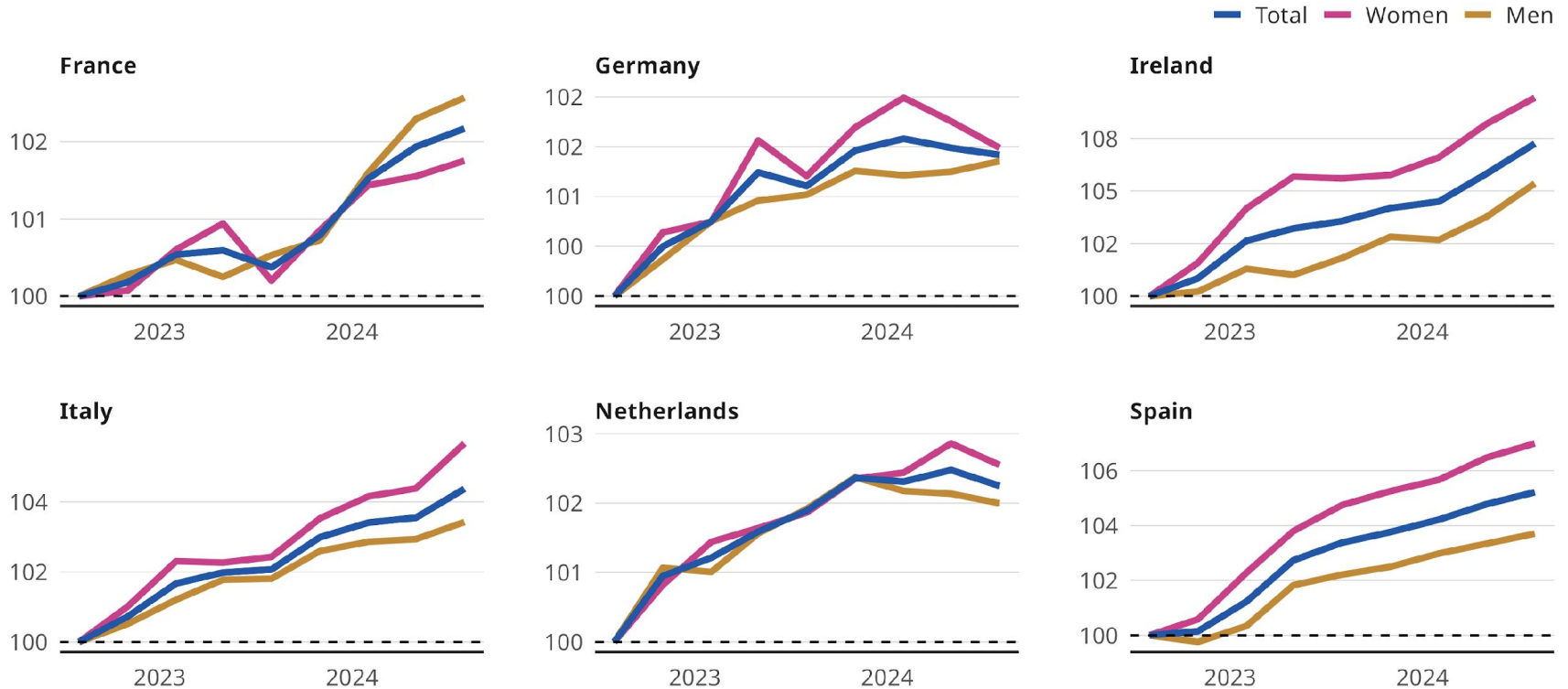
Labour force participation rate by gender, in percent of the population aged 55-64, Q1 2009 to Q3 2024



Sources: ILOSTAT (UK, to Q2 2024), Eurostat (EU countries, to Q3 2024). Seasonally adjusted.

# Recent employment growth among women has mostly outpaced men's

Index 2022-Q3 = 100, to 2024-Q3

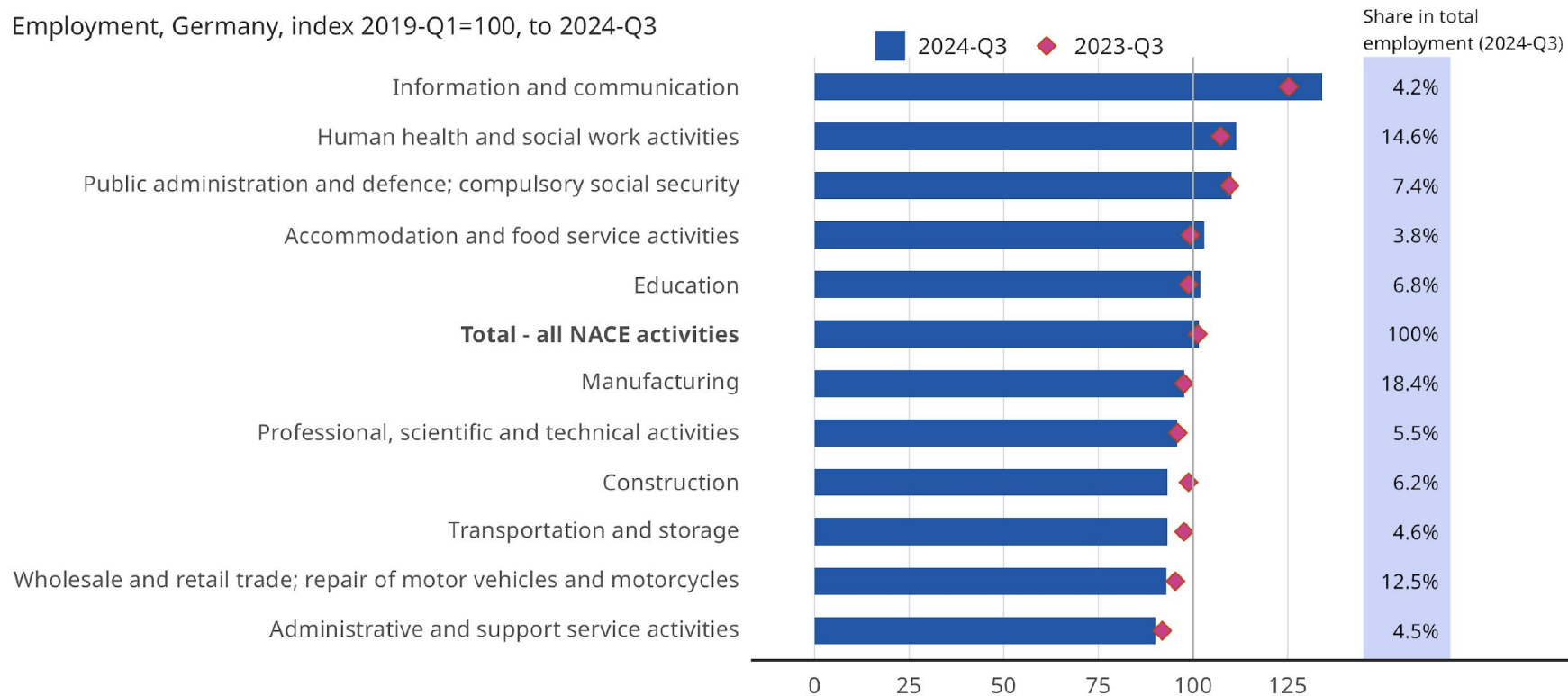


Source: Eurostat Employment (lfsq\_egan2 s.a., ages 15-74) to 2024-Q3.



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

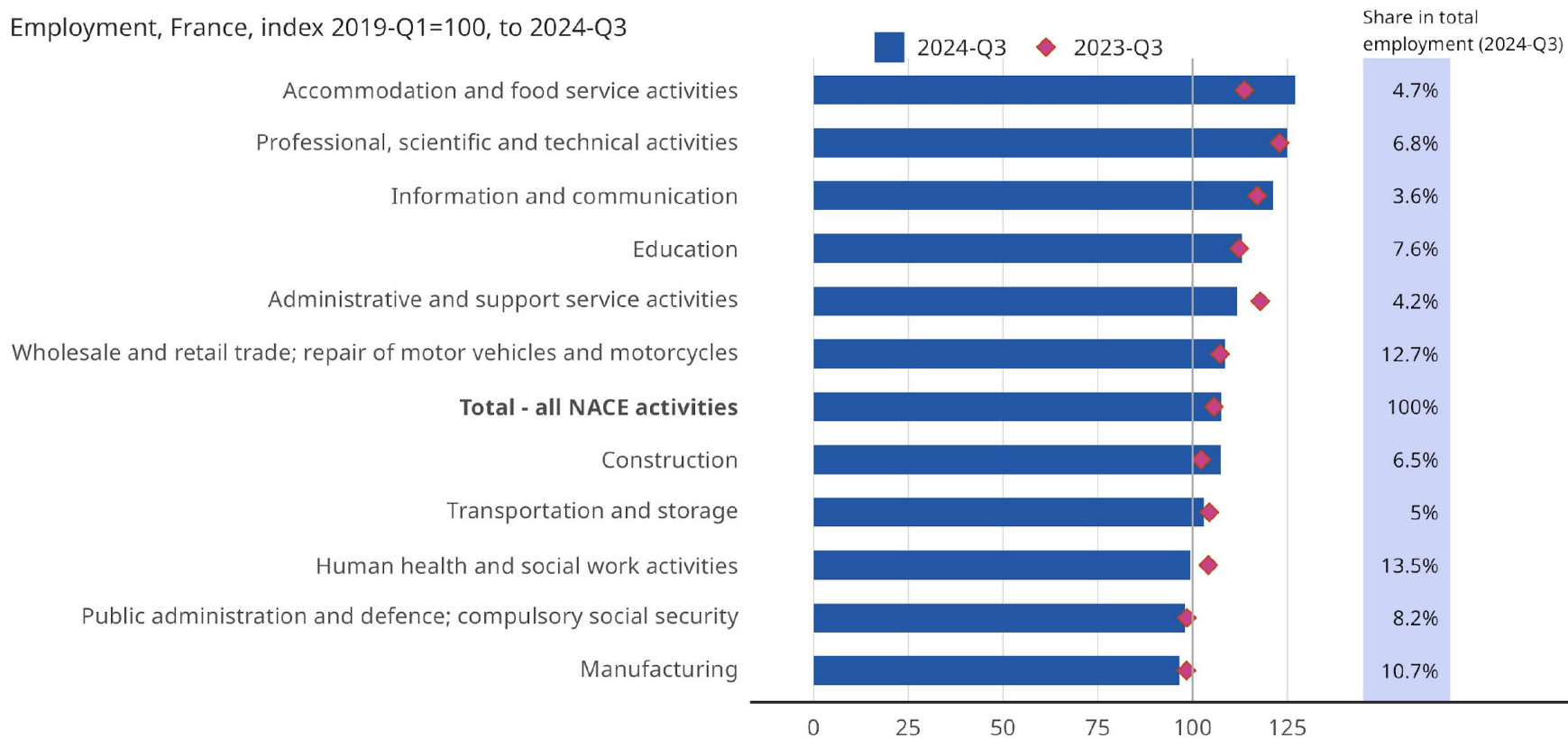
Employment, Germany, index 2019-Q1=100, to 2024-Q3



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

# Robust employment growth in the hospitality sector

Employment, France, index 2019-Q1=100, to 2024-Q3



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



# Posted wages show stable to declining growth across countries

Y-o-y growth in posted wages, to Jan 2025

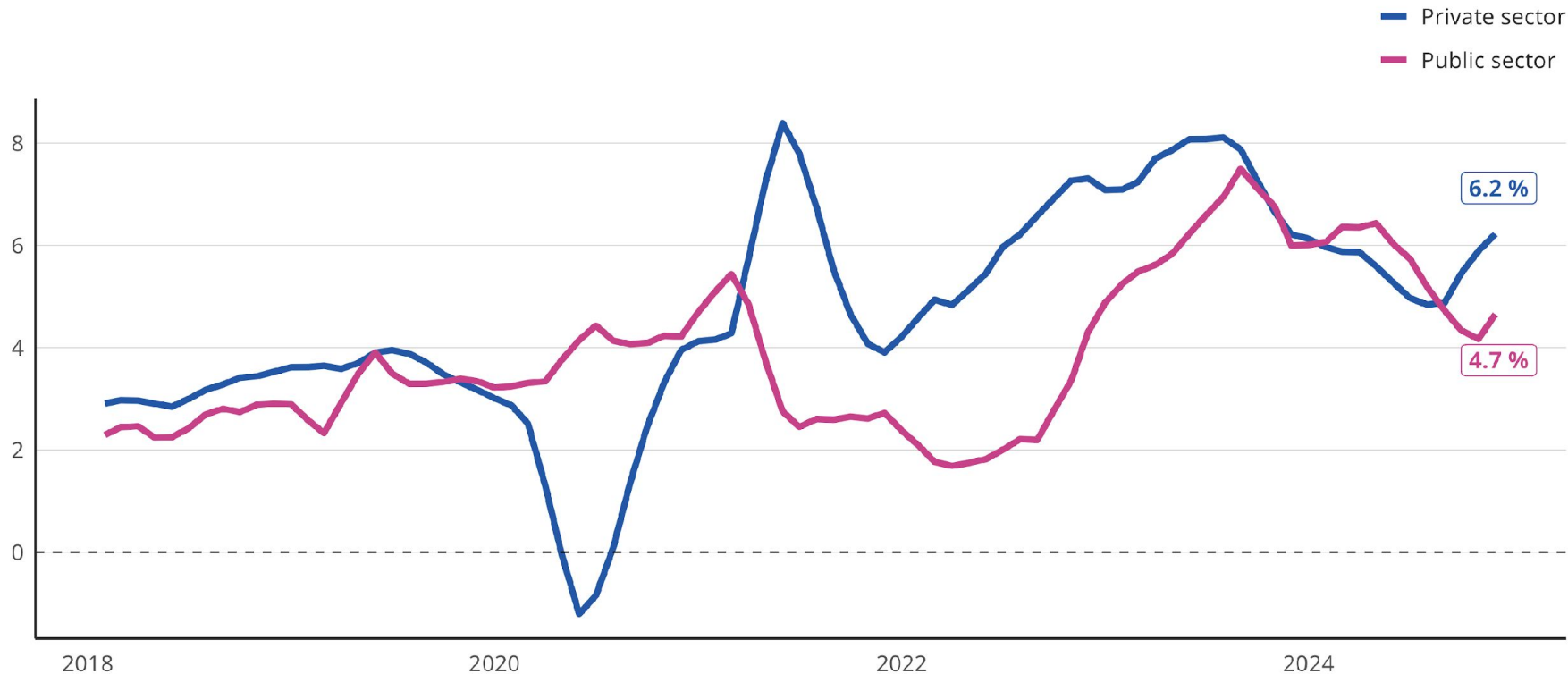


Source: Indeed Wage Tracker



# United Kingdom: growth in average weekly earnings remains strong

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



Source: ONS.

→ [hiringlab.org](https://hiringlab.org)

→ [data.indeed.com](https://data.indeed.com)