

European Labour Market Trends

July 2025

Indeed Hiring Lab

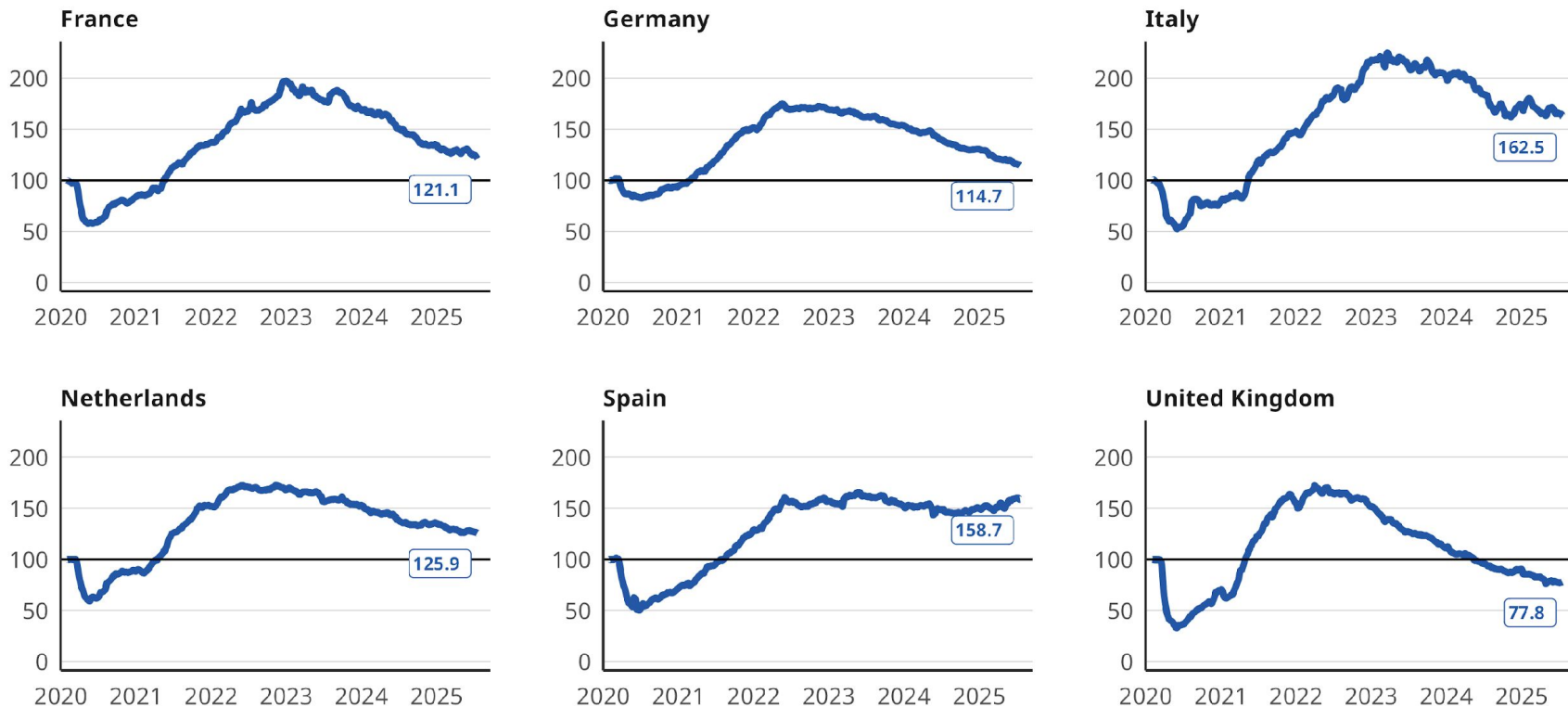


Europe: Labour market overview

- Job postings continue to decline, but the pace is slowing, with Italy and Spain bucking the trend.
- The share of occupational sectors where postings are still higher than before the pandemic continues to decline.
- High-remote, high-wage occupations have seen the largest decreases in postings.
- Remote work remains common and has stabilised in most countries.
- Salary transparency has been on the rise, but recently growth has slowed.
- Employment expectations are beginning to align with subdued economic sentiment in Europe.
- Across most countries, posted wage growth is stable or slowing.
- Women are catching up with men in terms of employment and labour force participation.

Posting volumes still gradually declining — Italy and Spain buck the trend

Indeed Job Postings Index (100 = 01 Feb 2020), seasonally adjusted, to 18 Jul 2025

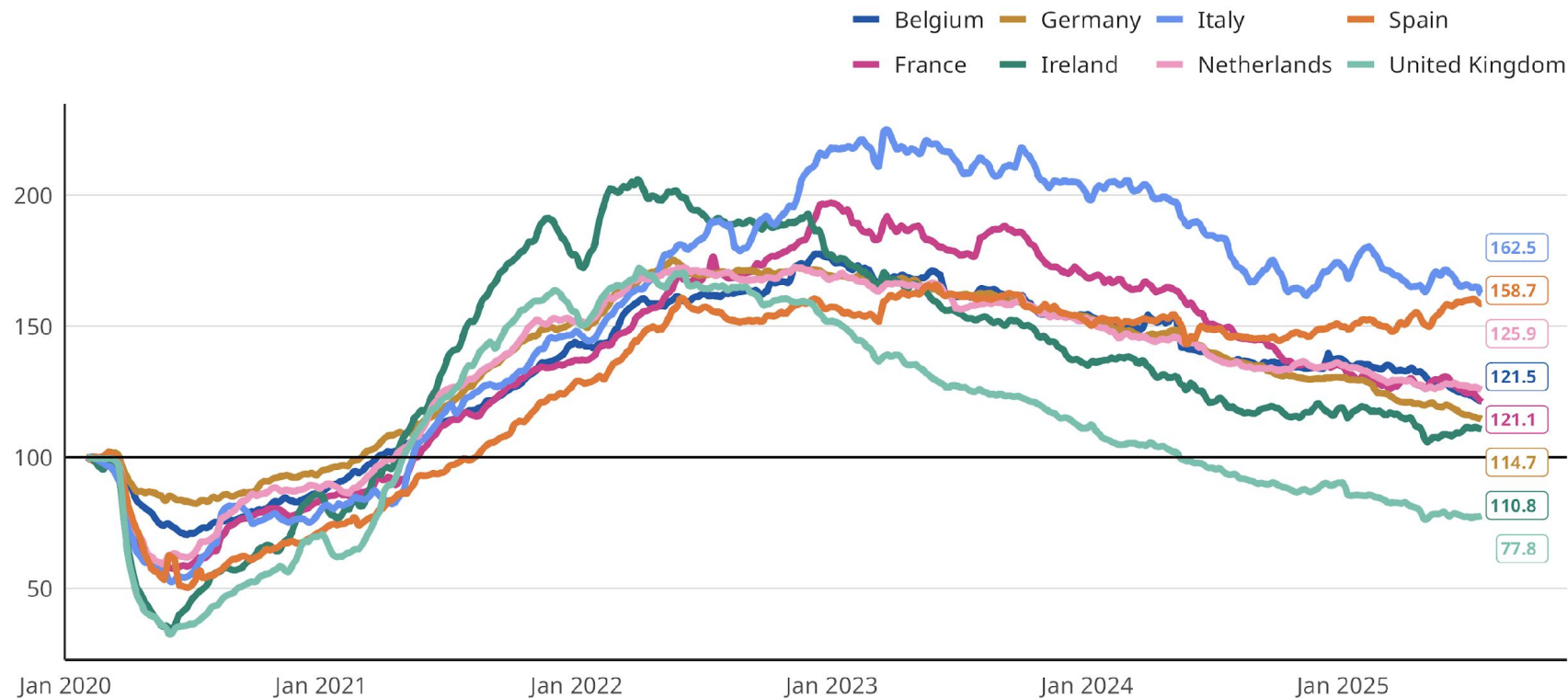


Source: Indeed



Job postings: hiring trends diverge across Europe

Indeed Job Postings Index (01 Feb 2020 = 100), seasonally adjusted, to 18 Jul 2025

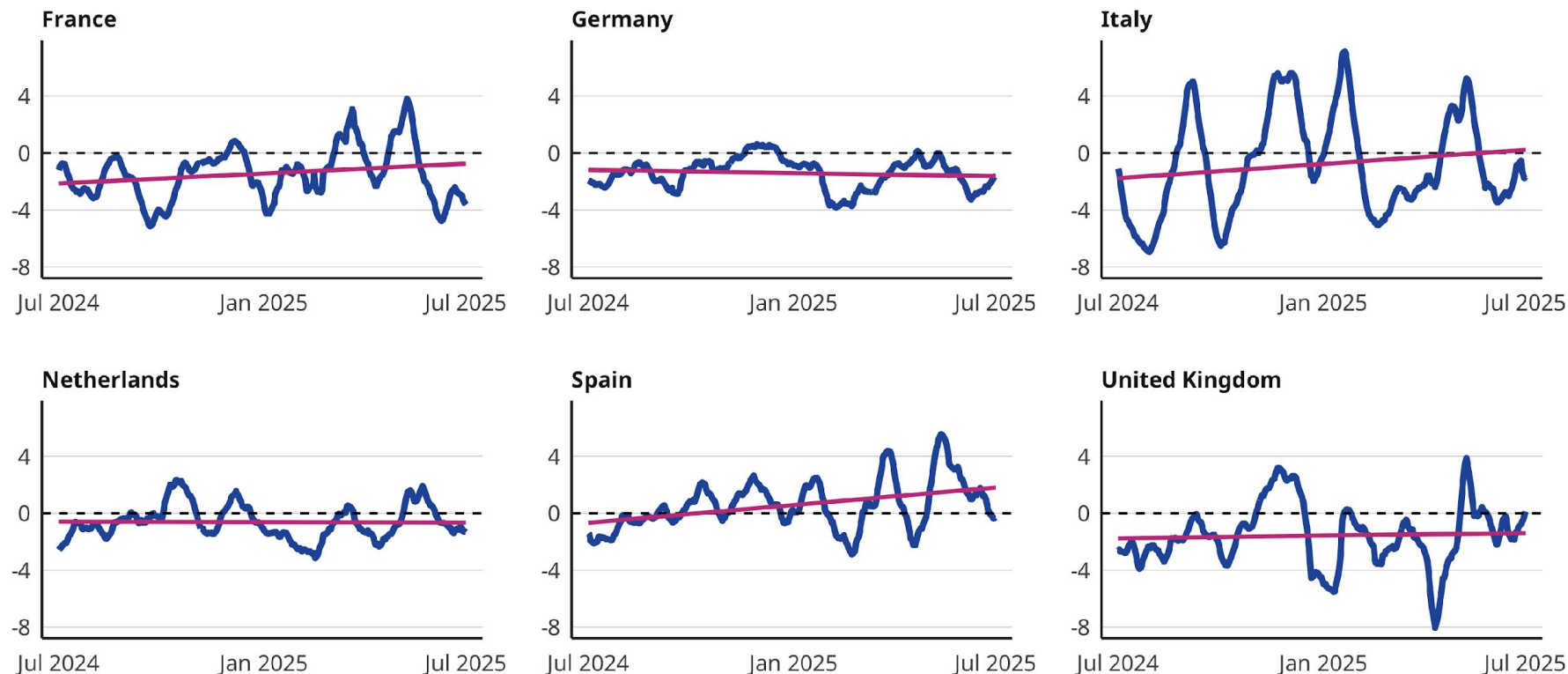


Source: Indeed



The rate of decline is moderating slightly

Month-on-month growth rates in the Indeed Job Postings Index, seasonally adjusted, 18 Jul 2024 - 18 Jul 2025

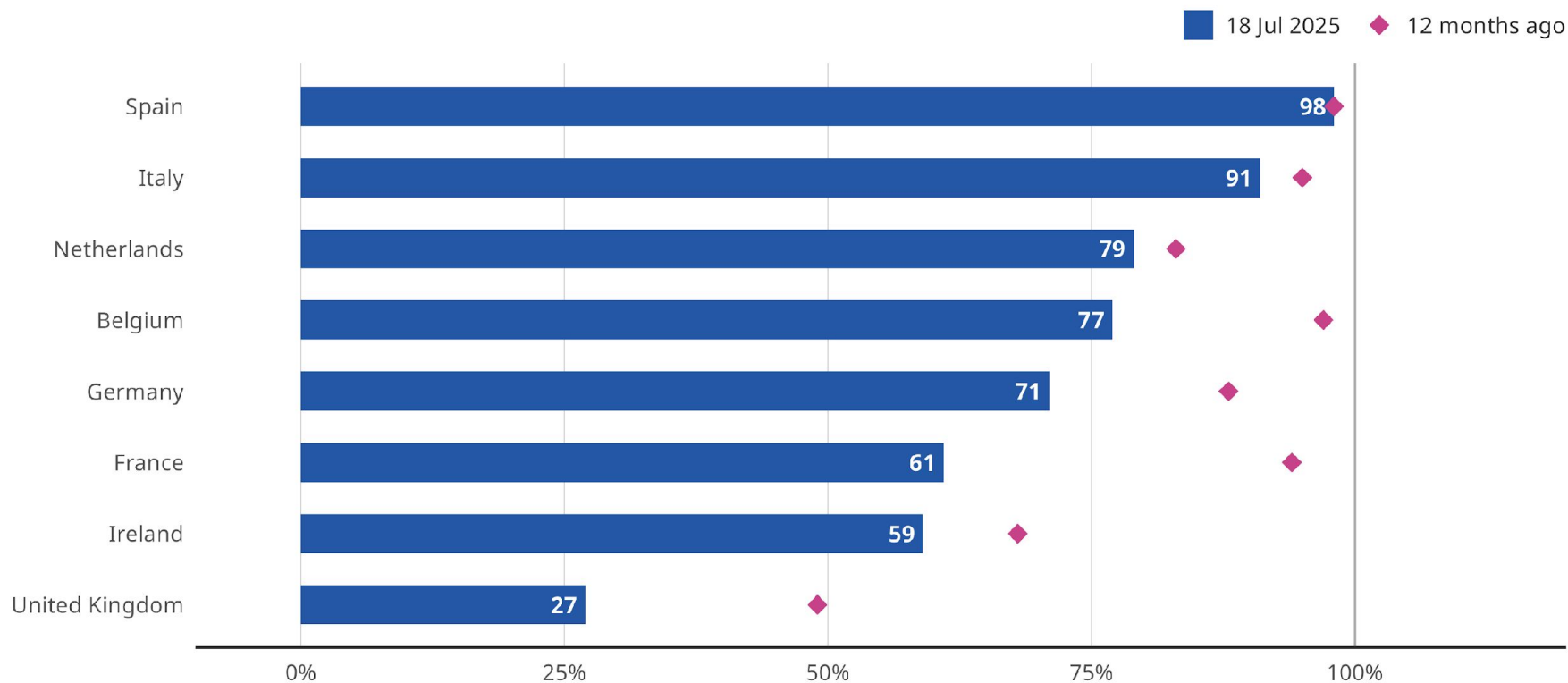


Source: Indeed



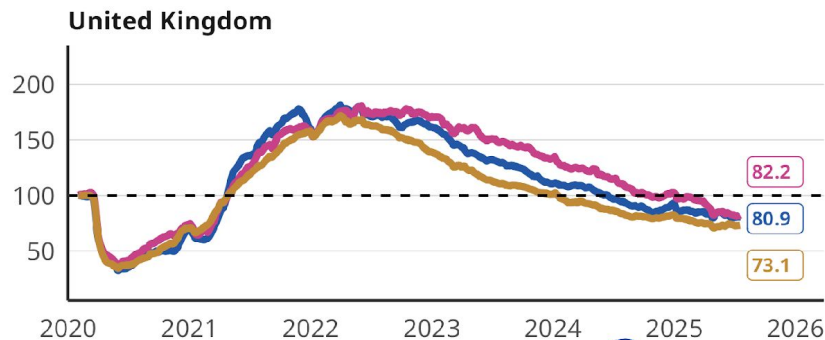
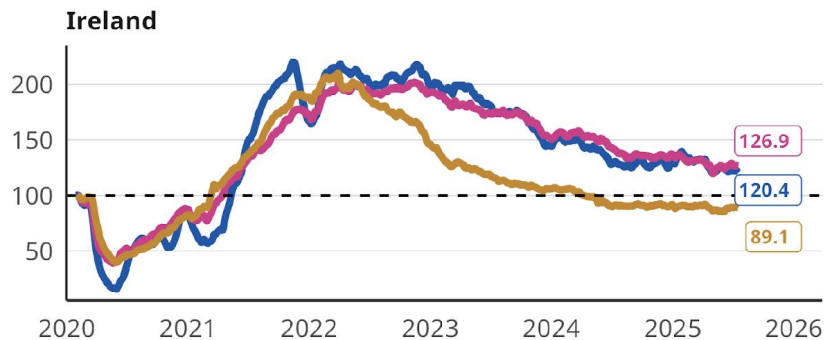
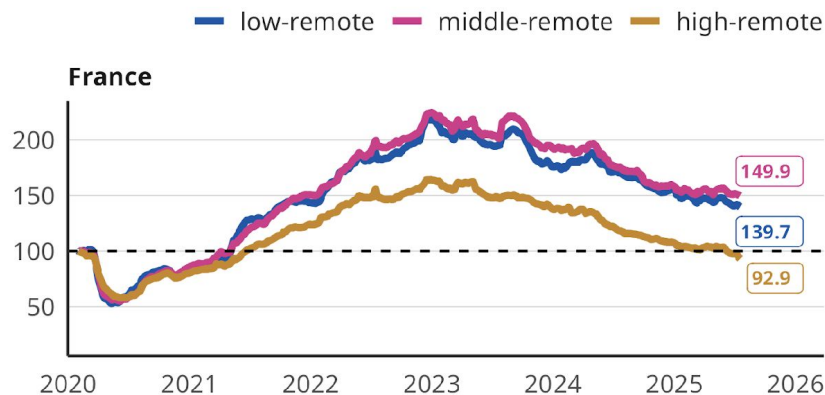
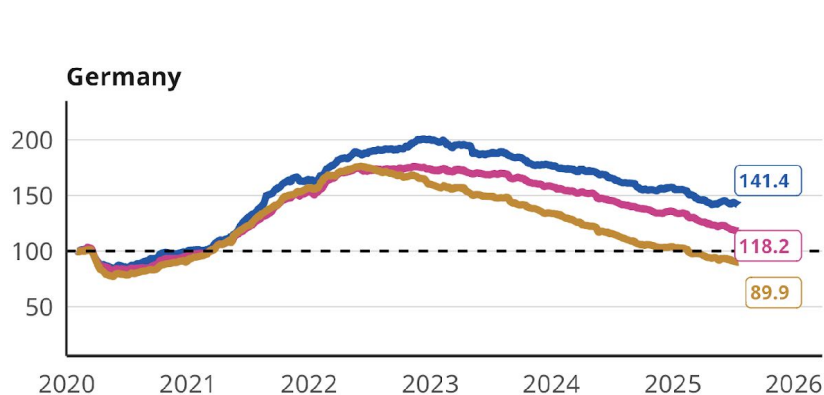
Further decline in sectors with demand above pre-pandemic levels

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



Labour demand in high-remote occupations dipping below pre-pandemic baseline

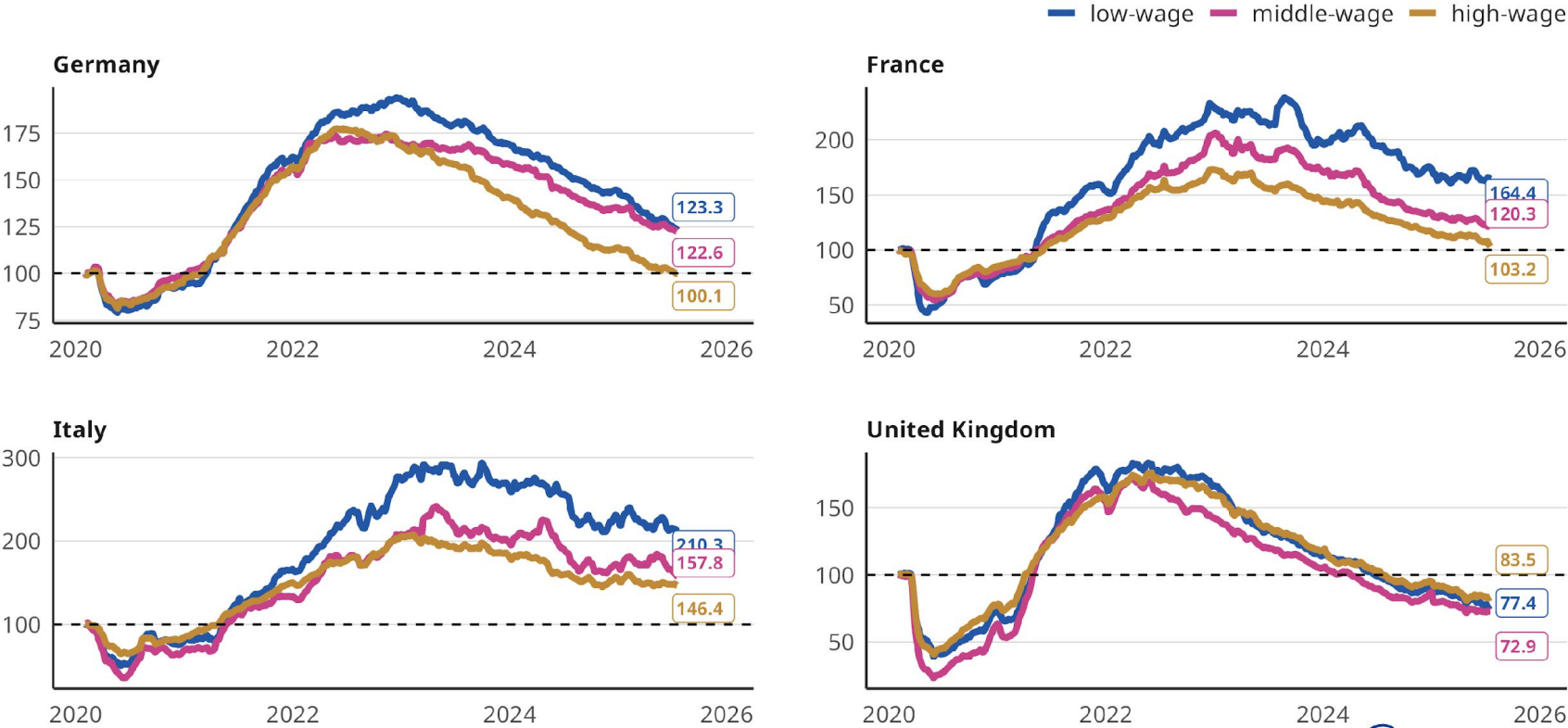
Index 100 = Feb 2020, seasonally adjusted, to 18 Jul 2025



Source: Indeed

Labour demand remains high in low-wage occupations; UK stands out

Index 100 = Feb 2020, seasonally adjusted, to 18 Jul 2025

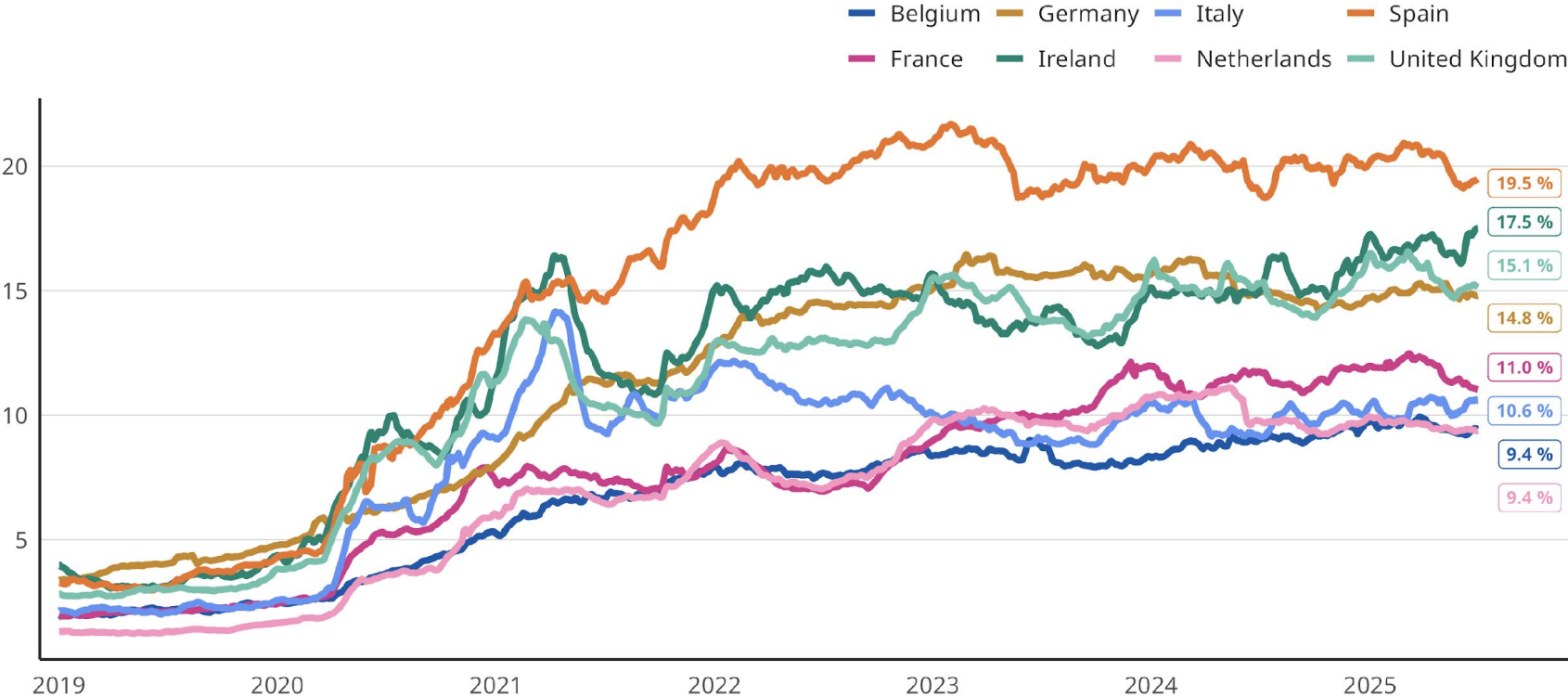


Source: Indeed. Wage tiers are calculated based on posted wages throughout 2024.



Remote work remains stable

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

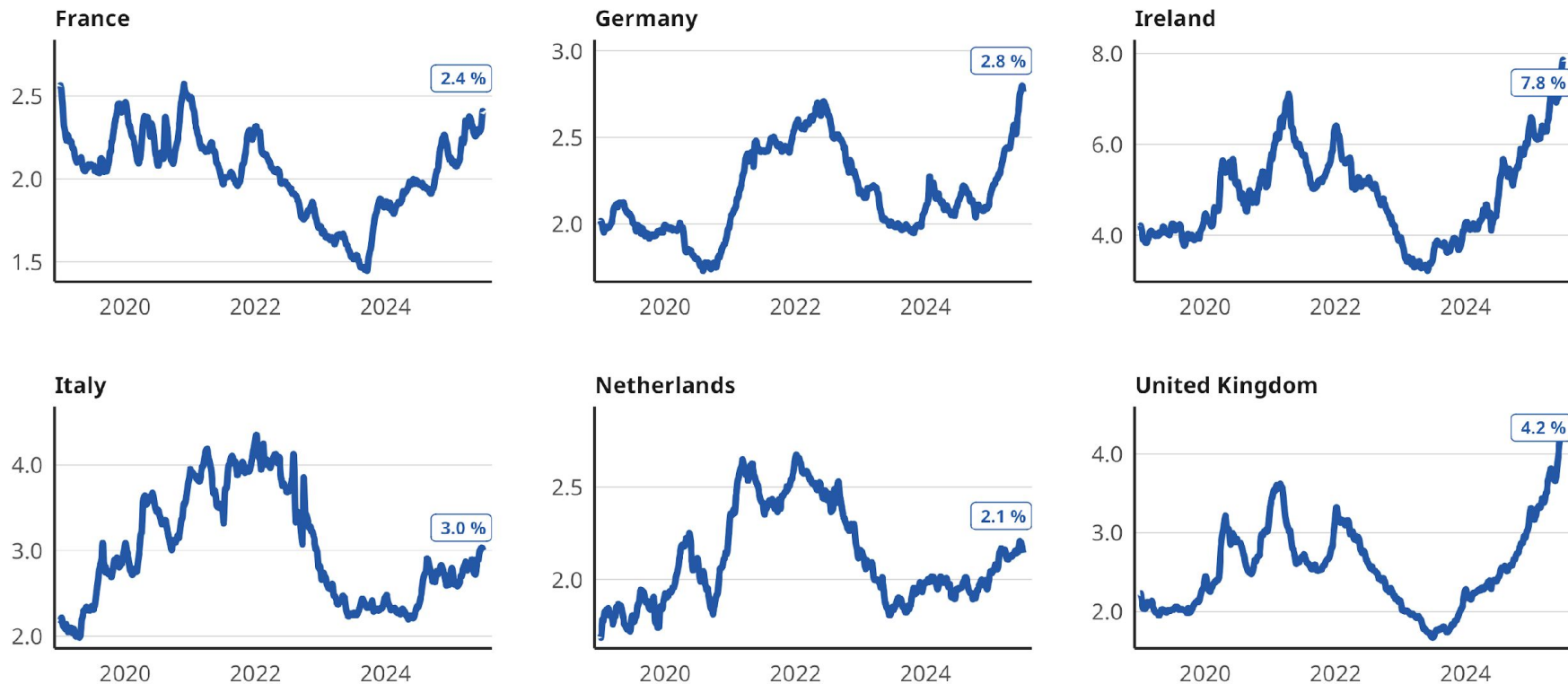


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



The share of AI jobs is picking up pace again

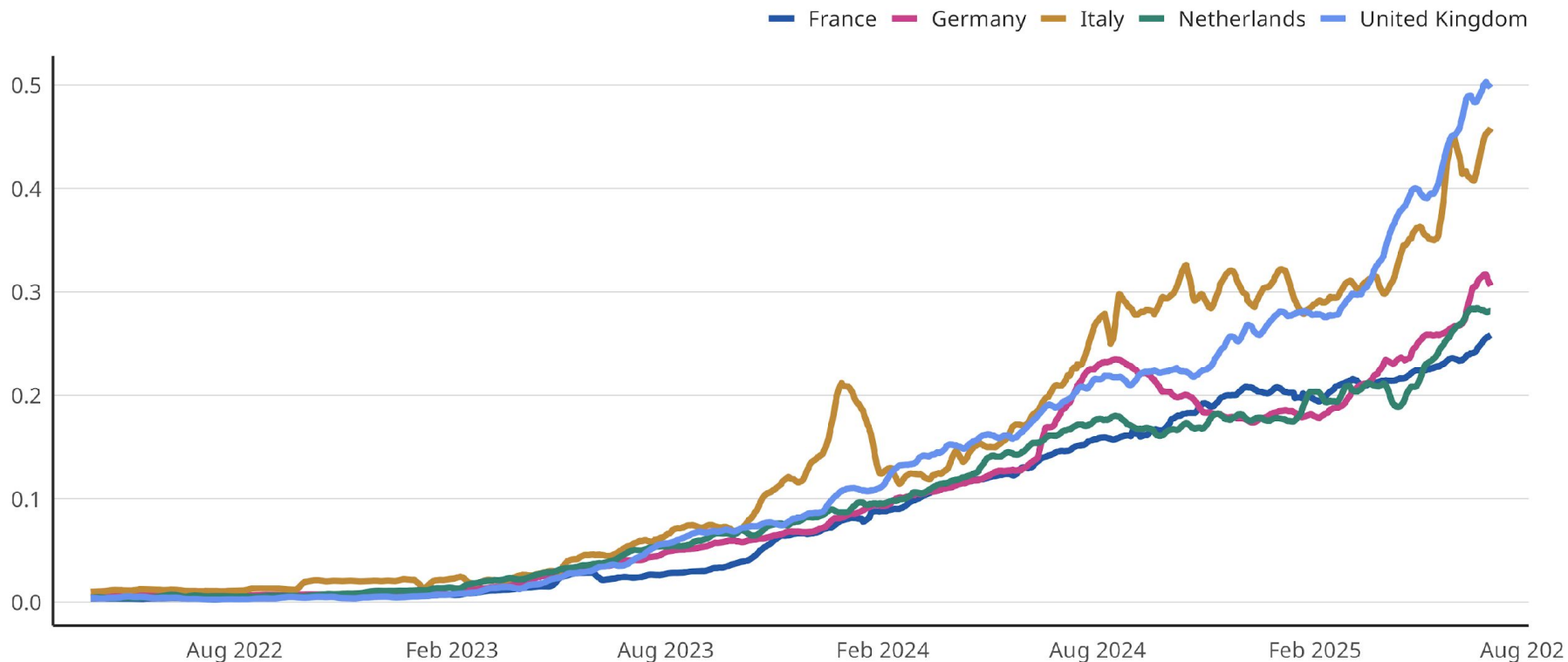
Percentage (%) of job postings mentioning AI terms, 7-day moving average, to June 2025



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 June 2025

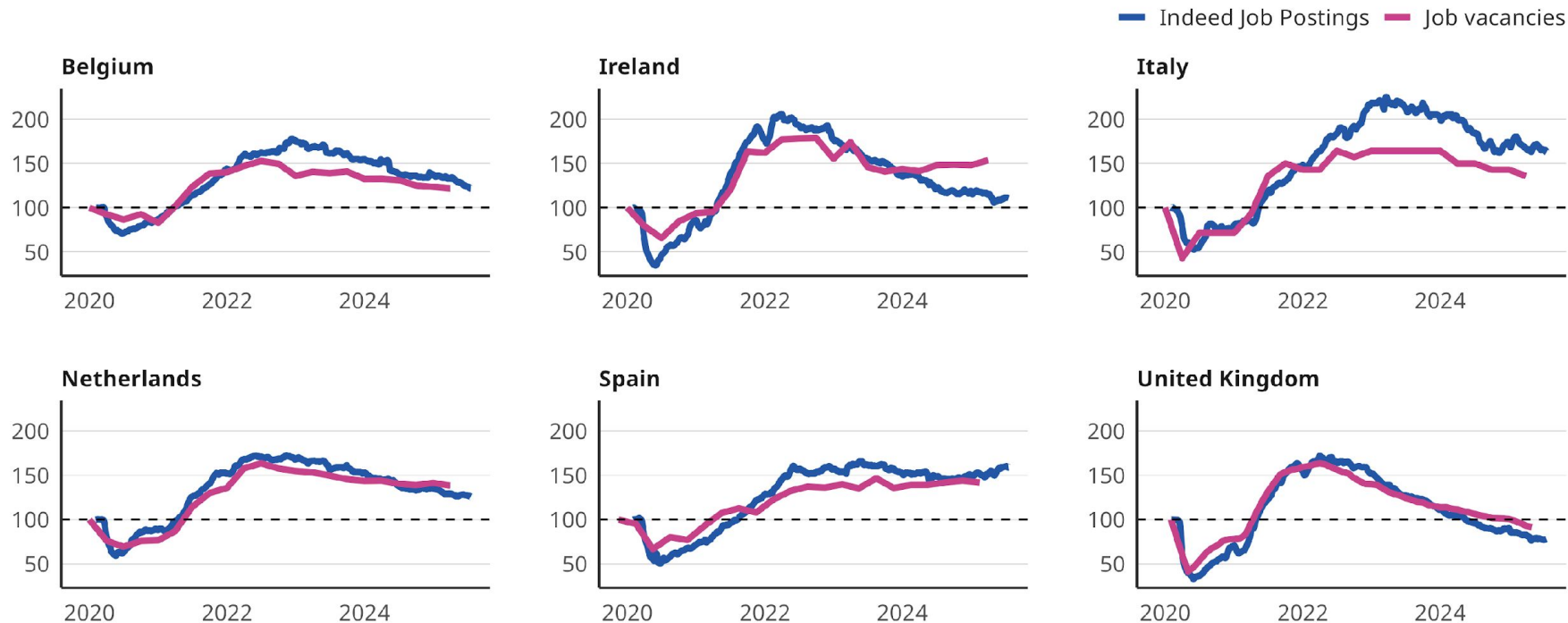


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



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

Job postings and official vacancies, indexed and seasonally adjusted, to 18 Jul 2025

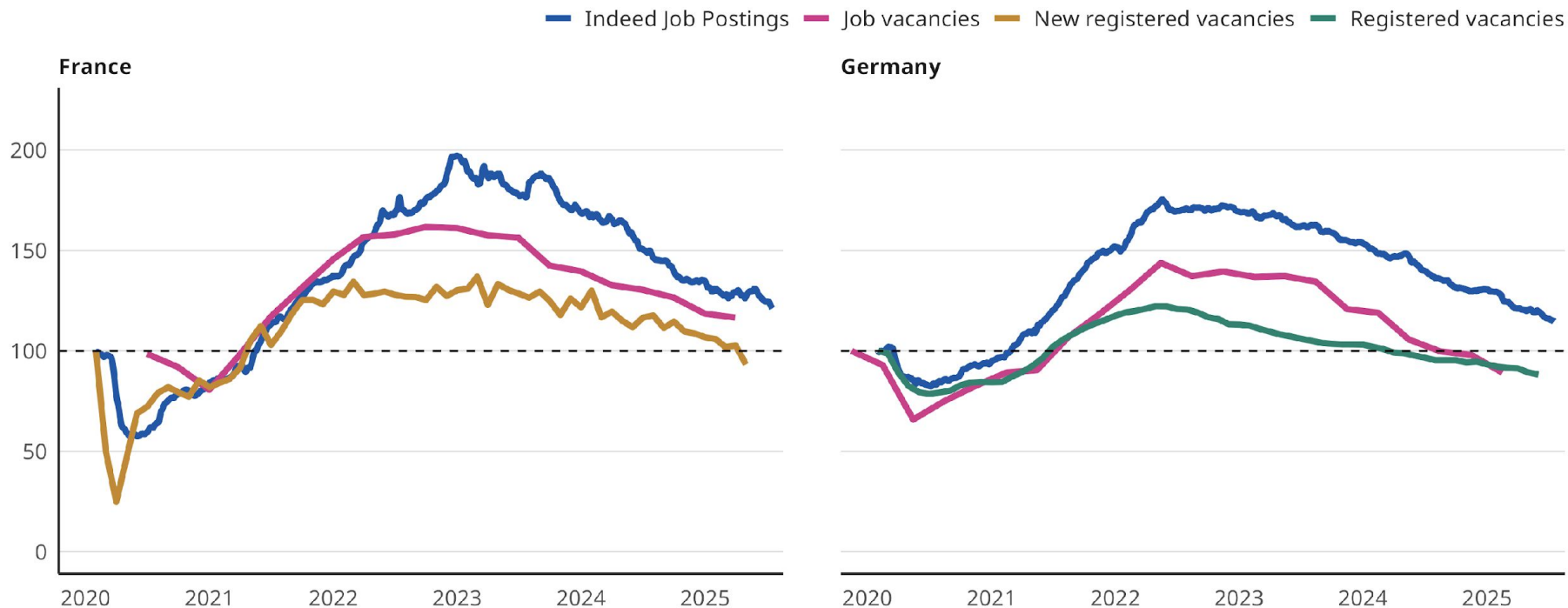


Source: Indeed, Eurostat (quarterly data, to Q1 2025), ONS (UK, monthly data, to May 2025).
Index 100 = Feb 2020 for Indeed and ONS data. Index = Q4 2019 for Eurostat data. Missing value in French data for Q1 2020.
Eurostat data is survey-based and refers to NACE-Rev. 2 sectors B-S (French data excludes 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 18 Jul 2025

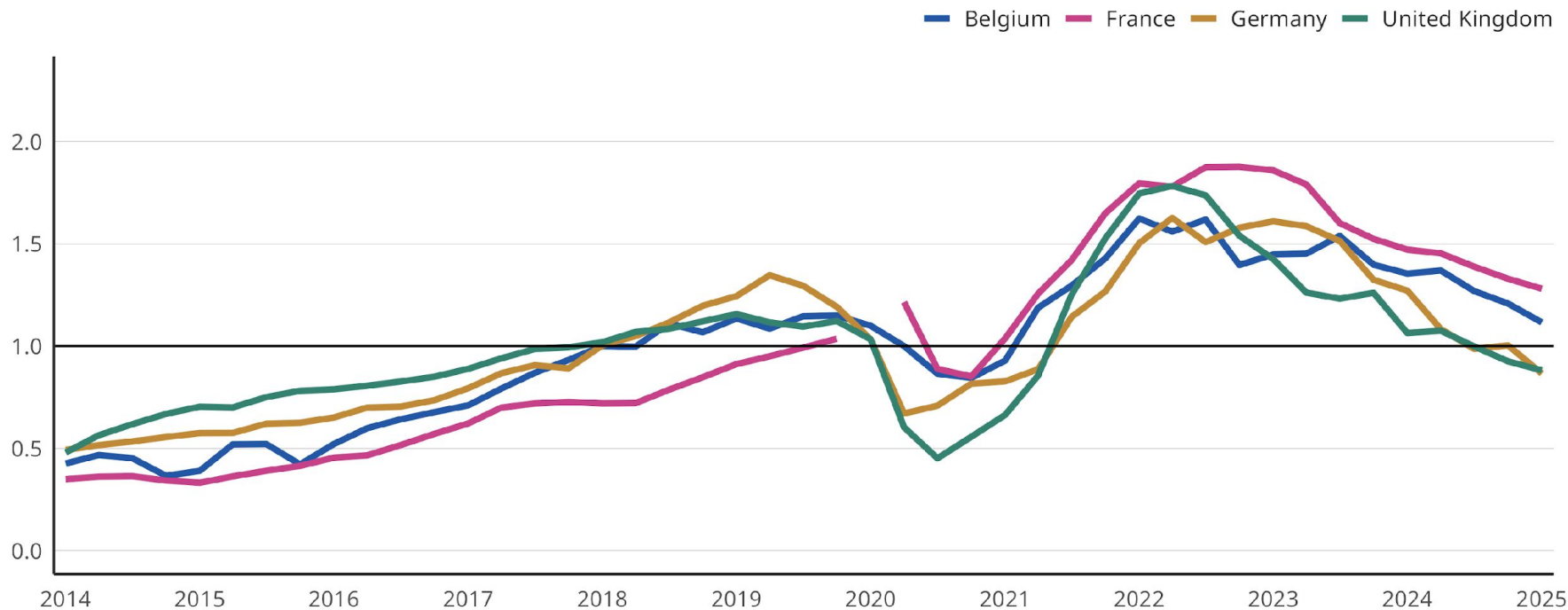


Sources: Indeed, Eurostat (Job vacancies, quarterly data, to Q1 2025, missing value in French vacancy data for Q1 2020), OECD (Registered vacancies, monthly data, to Jun 2025). Index 100 = Feb. 2020 for Indeed and OECD data. Index = Q4 2019 for Eurostat data.



Labour market tightness is at or near long-term averages in several European countries

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

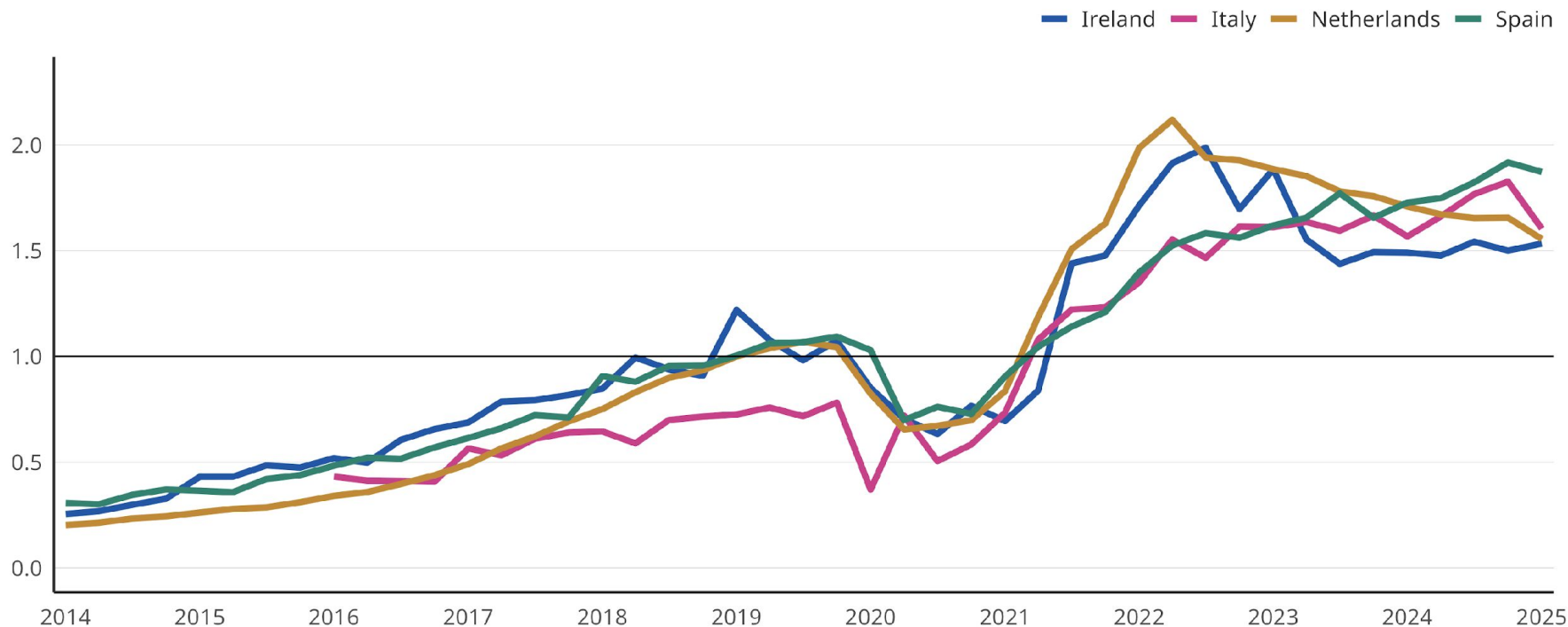


Sources: Eurostat (to Q1 2025), ONS (to Q1 2025). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (UK: 16-64). Vacancies from Eurostat refer to NACE-Rev.2 sectors B-S. Missing value in French vacancy data for Q1 2020.



Labour markets remain tight in several EU economies

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

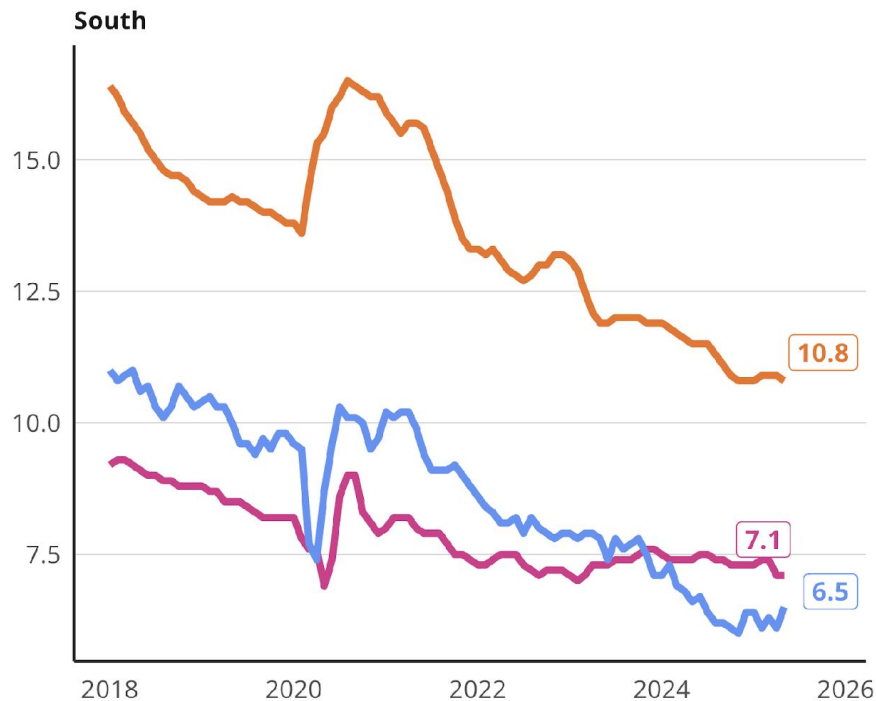
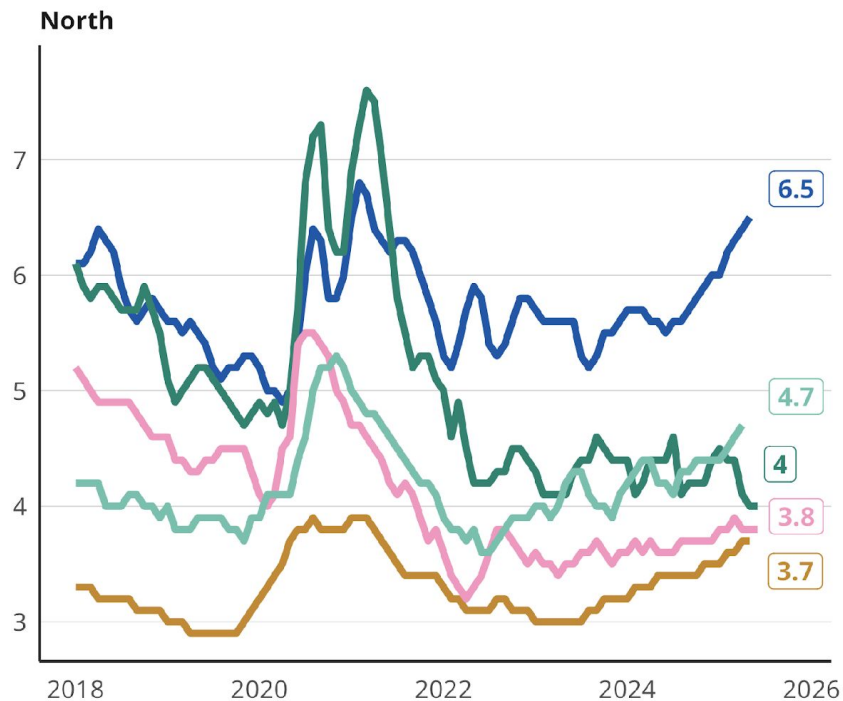


Sources: Eurostat (to Q1 2025). Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (Spain: 16-74). Vacancies refer to NACE-Rev.2 sectors B-S. For Italy, the number of vacancies is approximated by the vacancy rate referring to sectors B-S except O.

Unemployment is moderate, slowly rising in some countries

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

■ Belgium ■ France ■ Germany ■ Ireland ■ Italy ■ Netherlands ■ Spain ■ United Kingdom

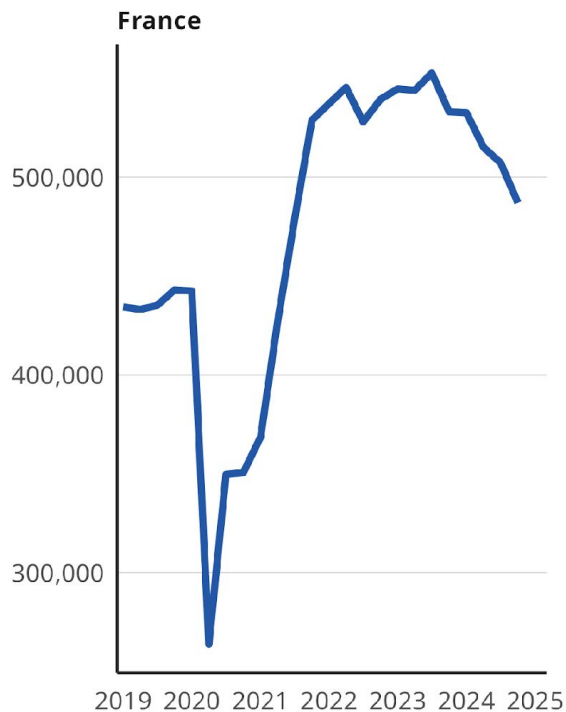
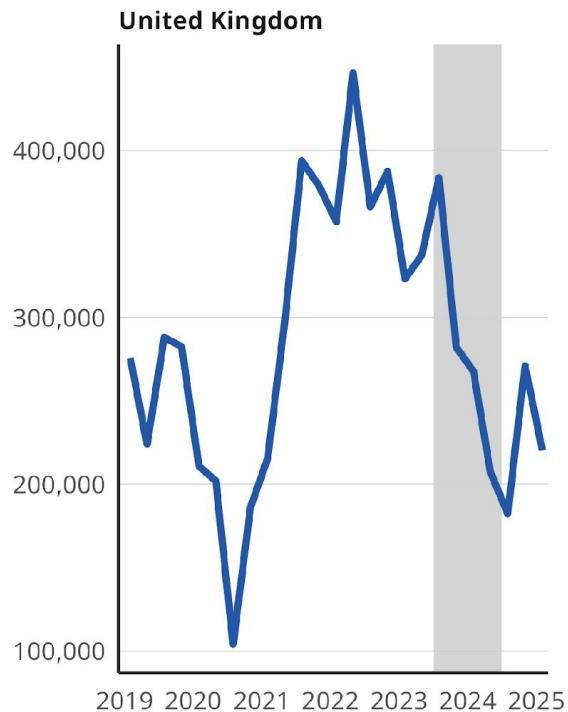


Sources: Eurostat, ONS. Seasonally adjusted unemployment rate among ages 15-74. ONS data refers to ages 16-64, latest data: Apr 2025.



Resignations are down from their peaks

Number of quits by country

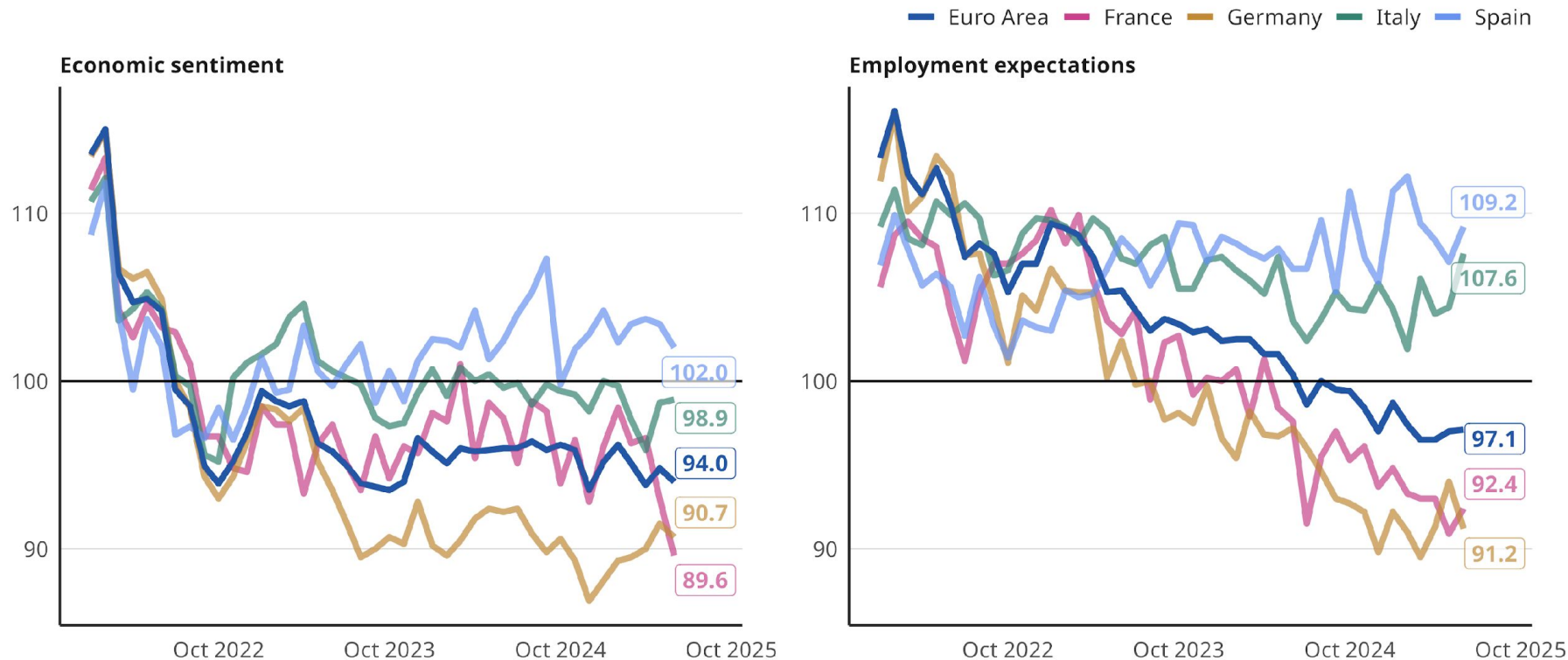


Sources: ONS (United Kingdom, LFS data quality issues in 2023-2024, to 2025-Q1), DARES (France, administrative data, including authorized early terminations of fixed-term contracts, to 2024-Q4), Ministry of Labour and Social Policies (Italy, administrative data available 2021-2023, to 2023-Q4).



Employment expectations are converging with economic sentiment

Index (long-term average = 100), monthly data, Jan 2022 to Jun 2025

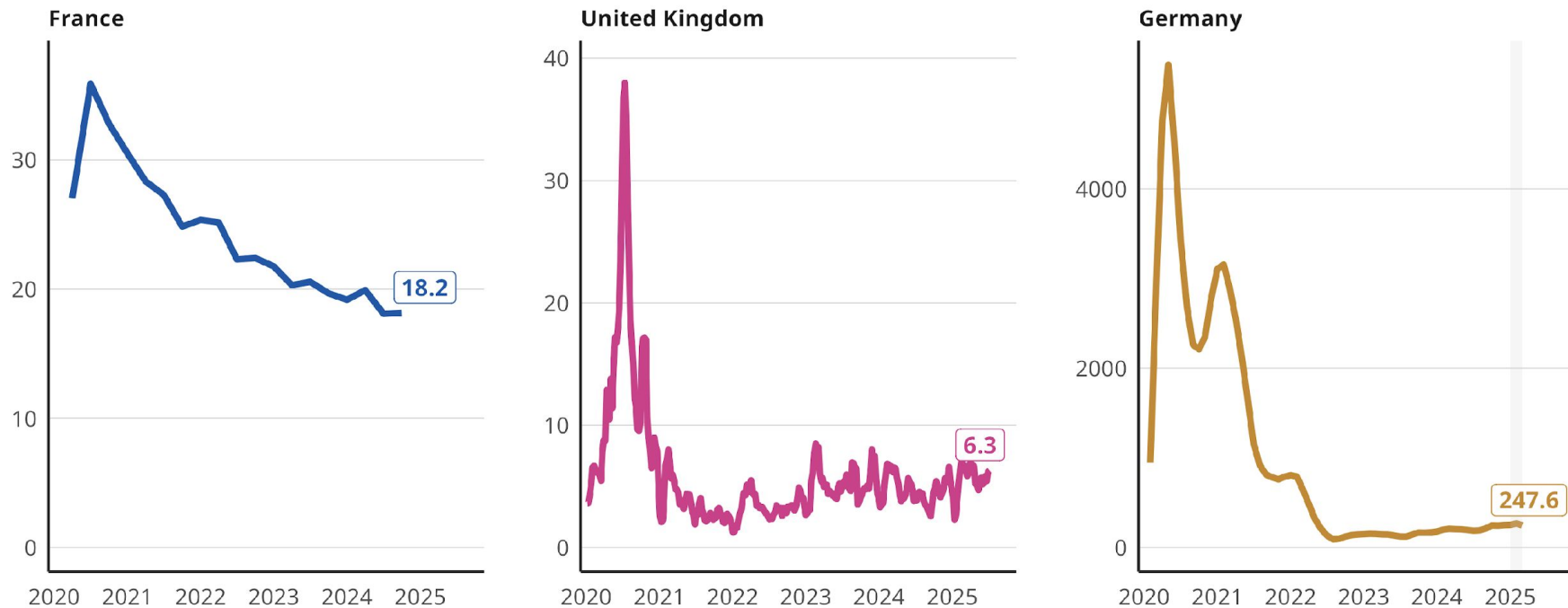


Source: Business and Consumer Survey, European Commission. Seasonal adjustment long-term averages calculated by the publisher.

Workforce adjustments remain modest

Redundancy measures over the past five years, in thousands

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

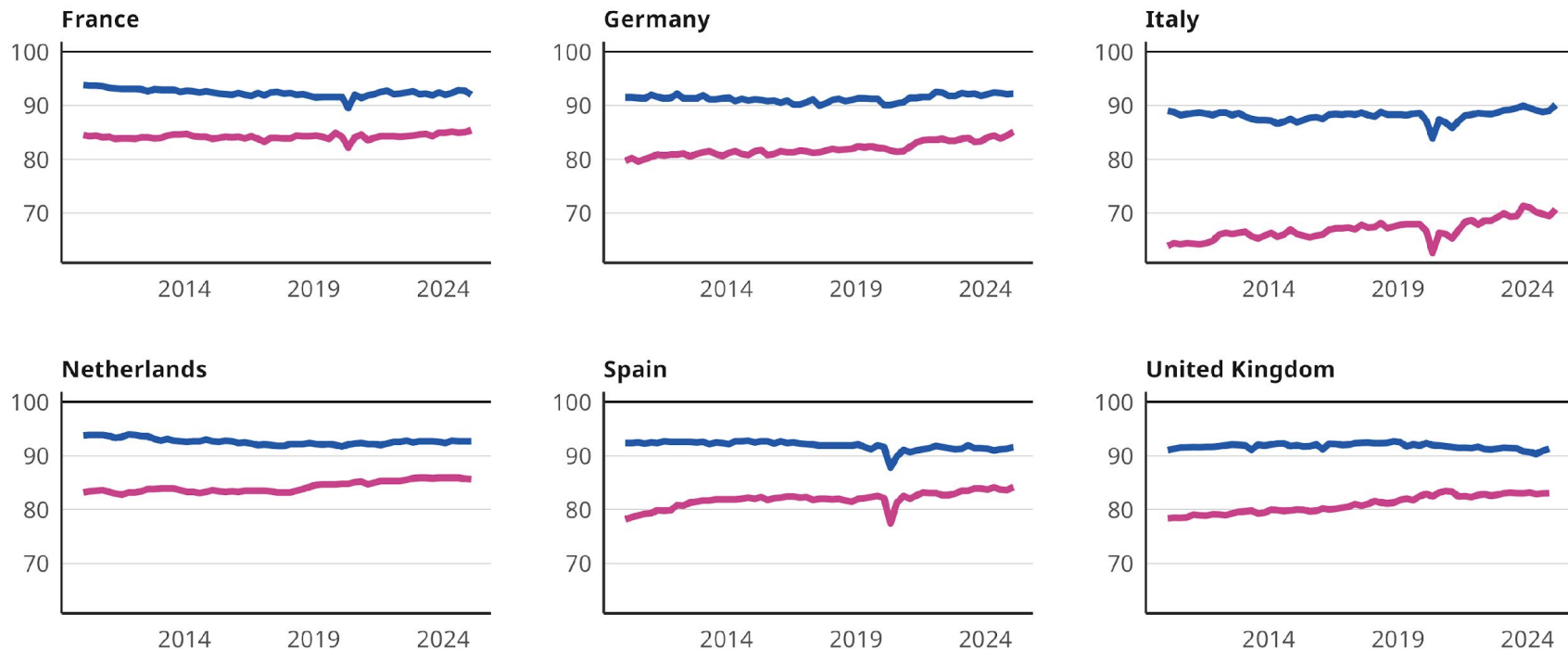


Sources: ONS (UK, 4-week average of weekly data, to Jul 2025), DARES (France, quarterly data, s.a., to Q4 2024), Bundesagentur für Arbeit (Germany, three-month moving average, to Mar 2025). Grey shaded area based on estimates).

Women's labour force participation is rising, but potential remains underutilised

Labour force participation rate by gender, in percent of the population aged 25-54, Q1 2009 to Q1 2025

— Male — Female

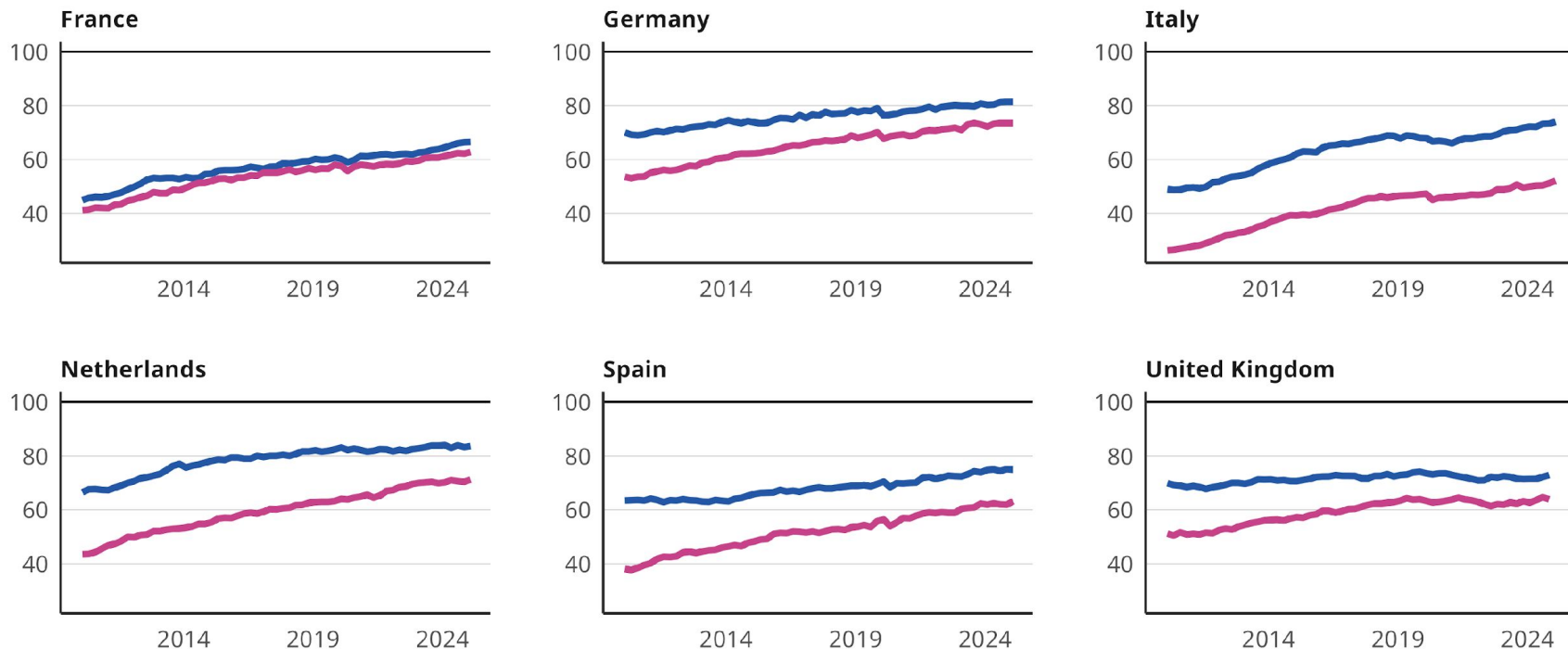


Sources: ILOSTAT (UK, to Q4 2024), Eurostat (EU countries, to Q1 2025). Seasonally adjusted.

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 Q1 2025

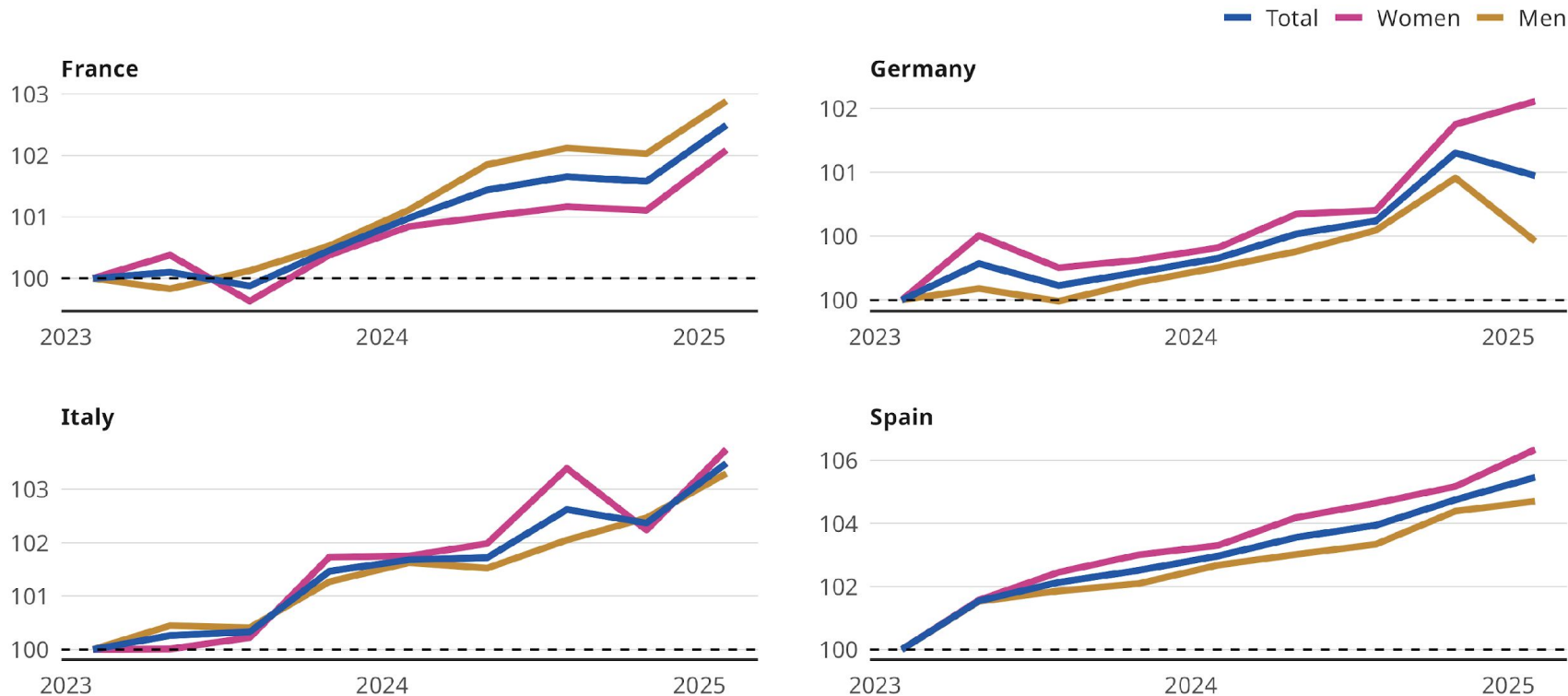
— Male — Female



Sources: ILOSTAT (UK, to Q4 2024), Eurostat (EU countries, to Q1 2025). Seasonally adjusted.

Women lead employment gains, except in France

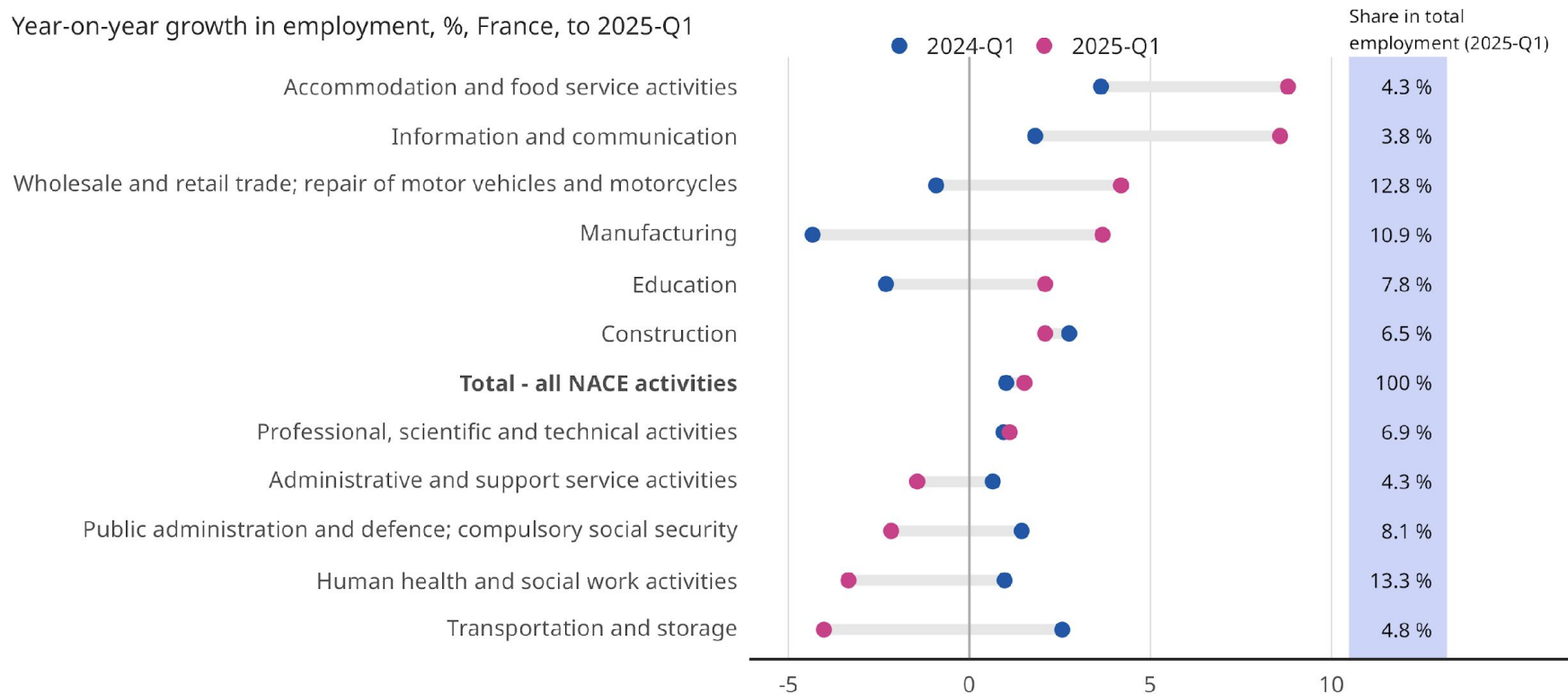
Index 2023-Q1 = 100, to 2025-Q1



Source: Eurostat Employment (lfsq_egan2, s.a., ages 15-74) to 2025-Q1.

Robust employment growth in hospitality and information & communication technology

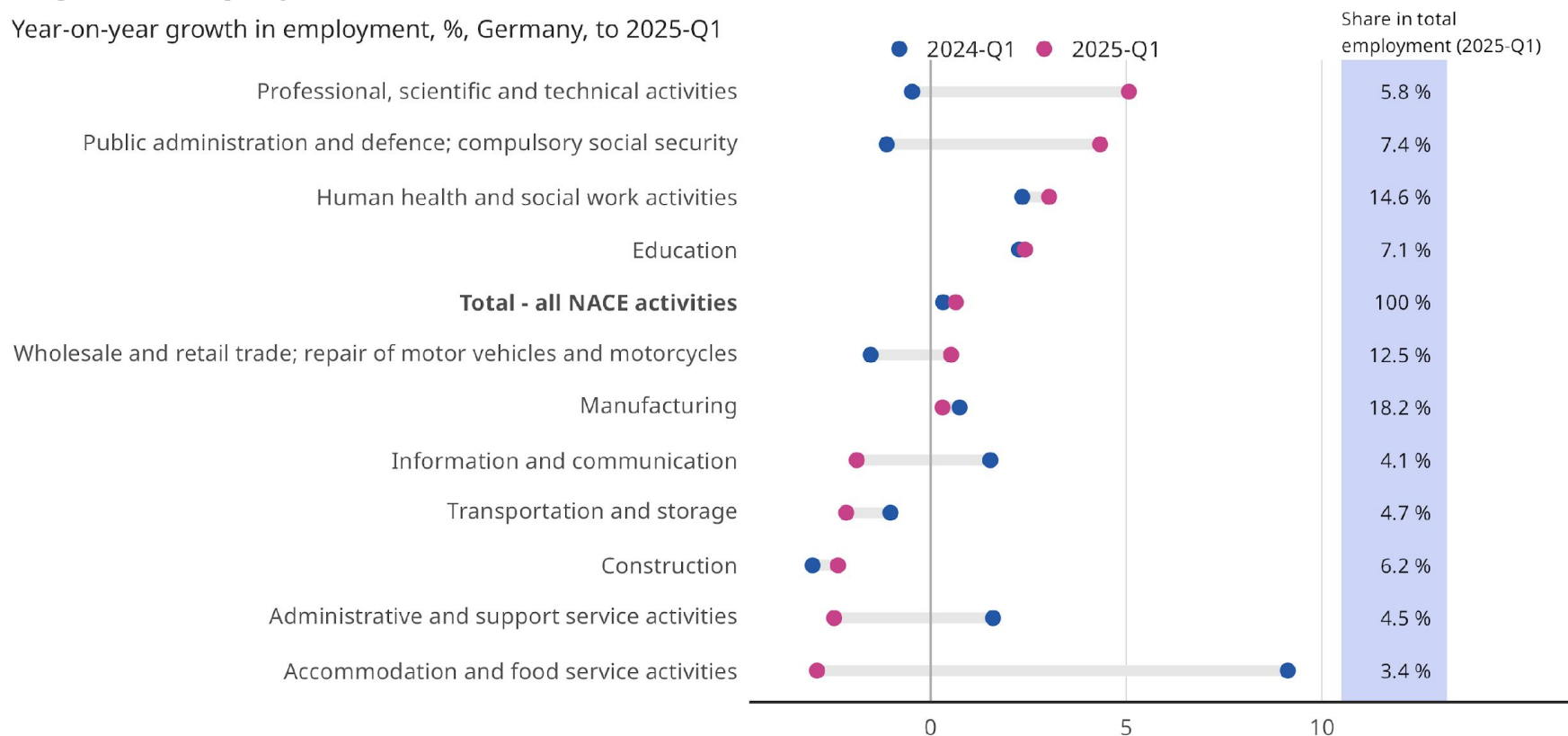
Year-on-year growth in employment, %, France, to 2025-Q1



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

Highest Employment Growth in Professional and Public Sector Activities

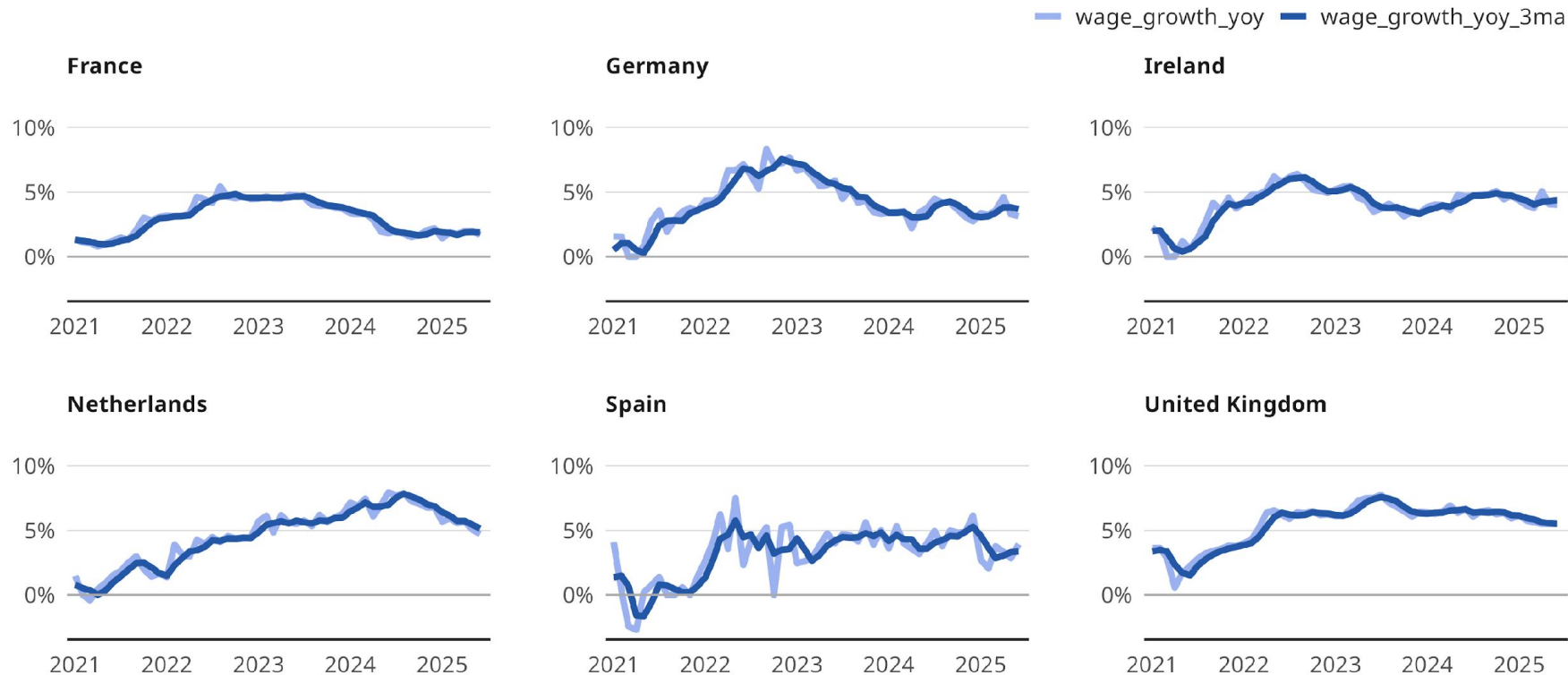
Year-on-year growth in employment, %, Germany, to 2025-Q1



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

Posted wages show stable to declining growth across countries

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

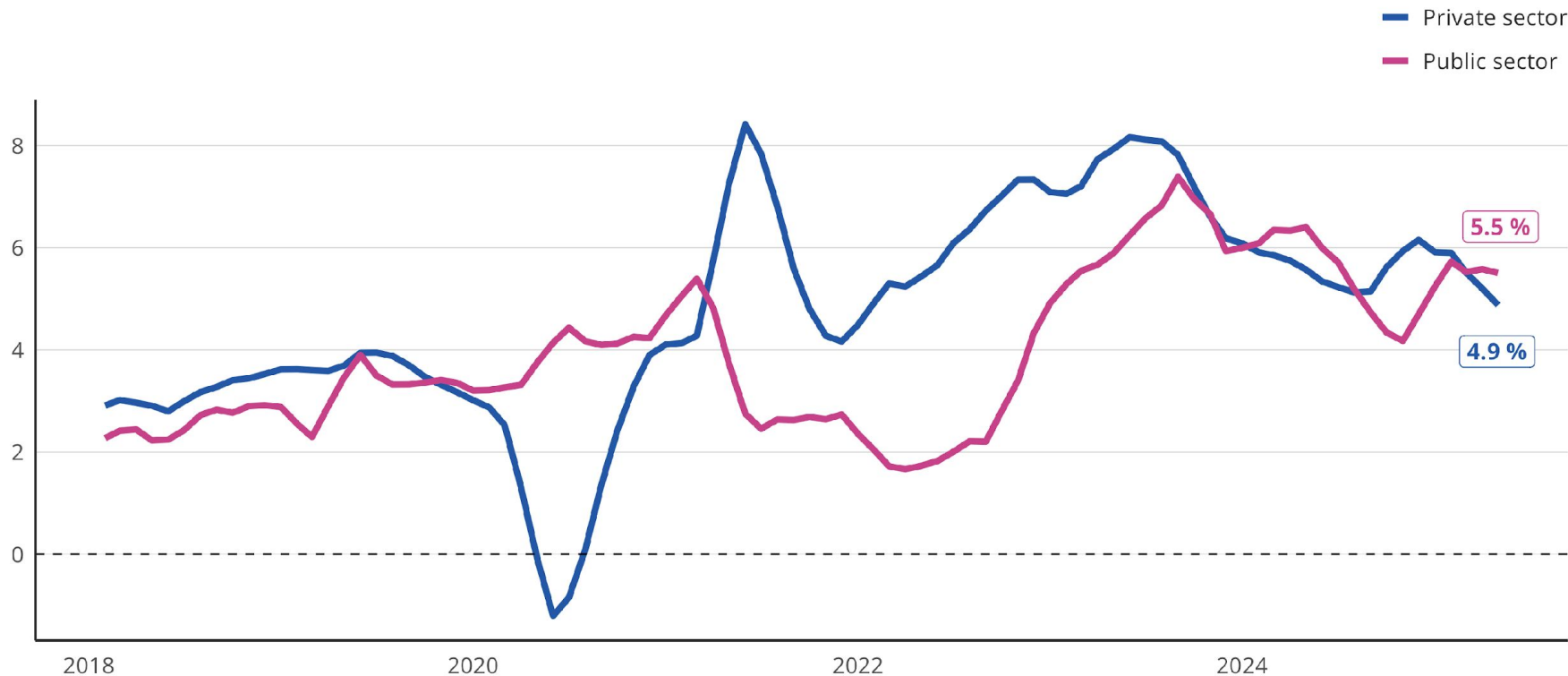


Source: Indeed Wage Tracker



United Kingdom: growth in average weekly earnings remains strong

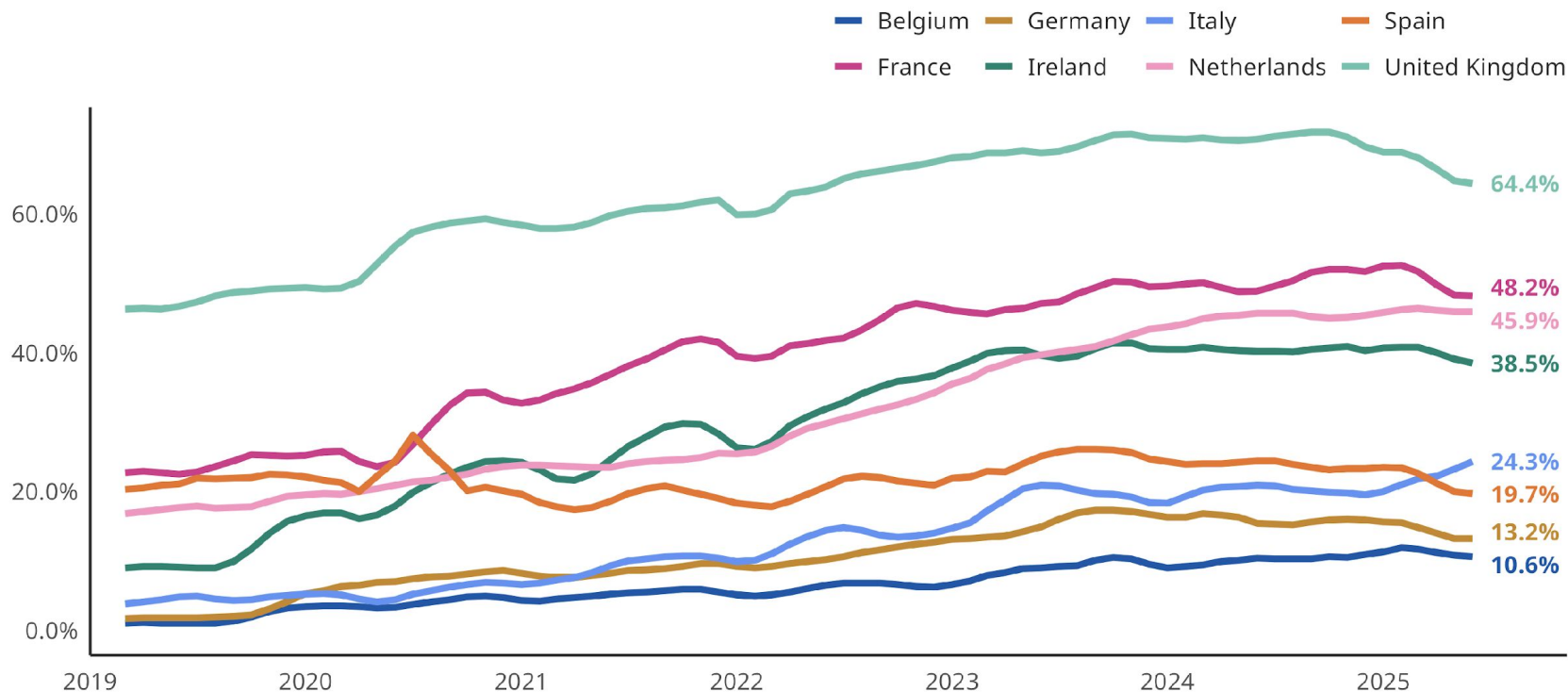
Year-on-year growth rates in regular pay, seasonally adjusted, to May 2025



Source: ONS.

Little momentum in pay transparency ahead of incoming legislation

Share of job postings with direct salary information (%), 3-month moving average, Mar. 2019 to June 2025



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→ data.indeed.com