

European Labour Market Trends

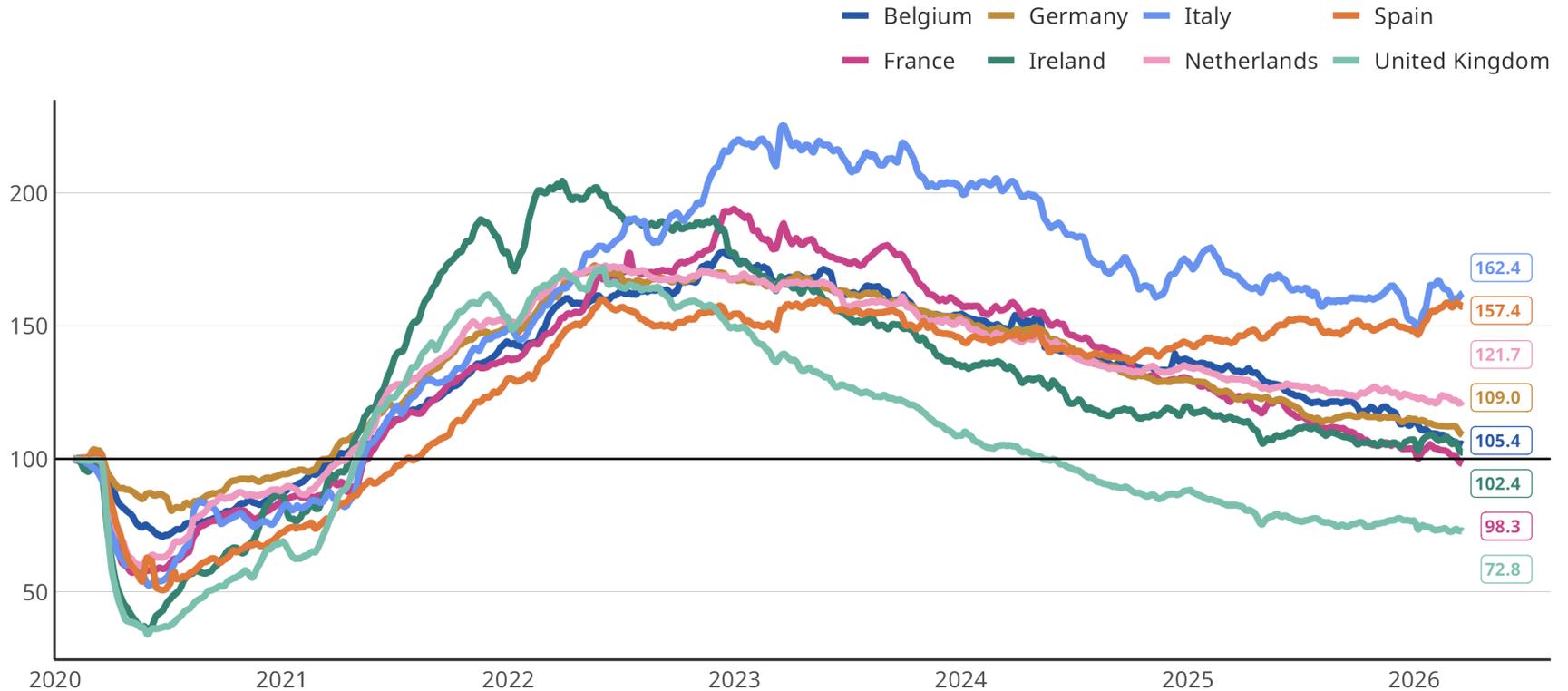
March 2026

Europe: Labour Market Overview

- Labour demand continues to decline in most European countries. Postings recently fell below the pre-pandemic baseline in France.
- Job postings are declining across occupations; the share of occupational categories above pre-pandemic levels has further decreased in the past year.
- High-remote occupations have seen the largest decreases in postings.
- High-wage jobs are down in France and Germany; in Ireland and the UK, middle-wage jobs dropped the most.
- Postings mentioning AI are increasing, with varying shares across Europe.
- Employment expectations remain below average in Belgium, Germany and France.
- Different measures of compensation growth are normalising after post-pandemic highs.
- Salary transparency in job postings is stagnating ahead of incoming legislation in Europe, with Italy as a notable exception.

The decline in job postings is levelling off in some European countries

Indeed Job Postings Index (100 = 01 Feb 2020), seasonally adjusted, to 20 Mar 2026

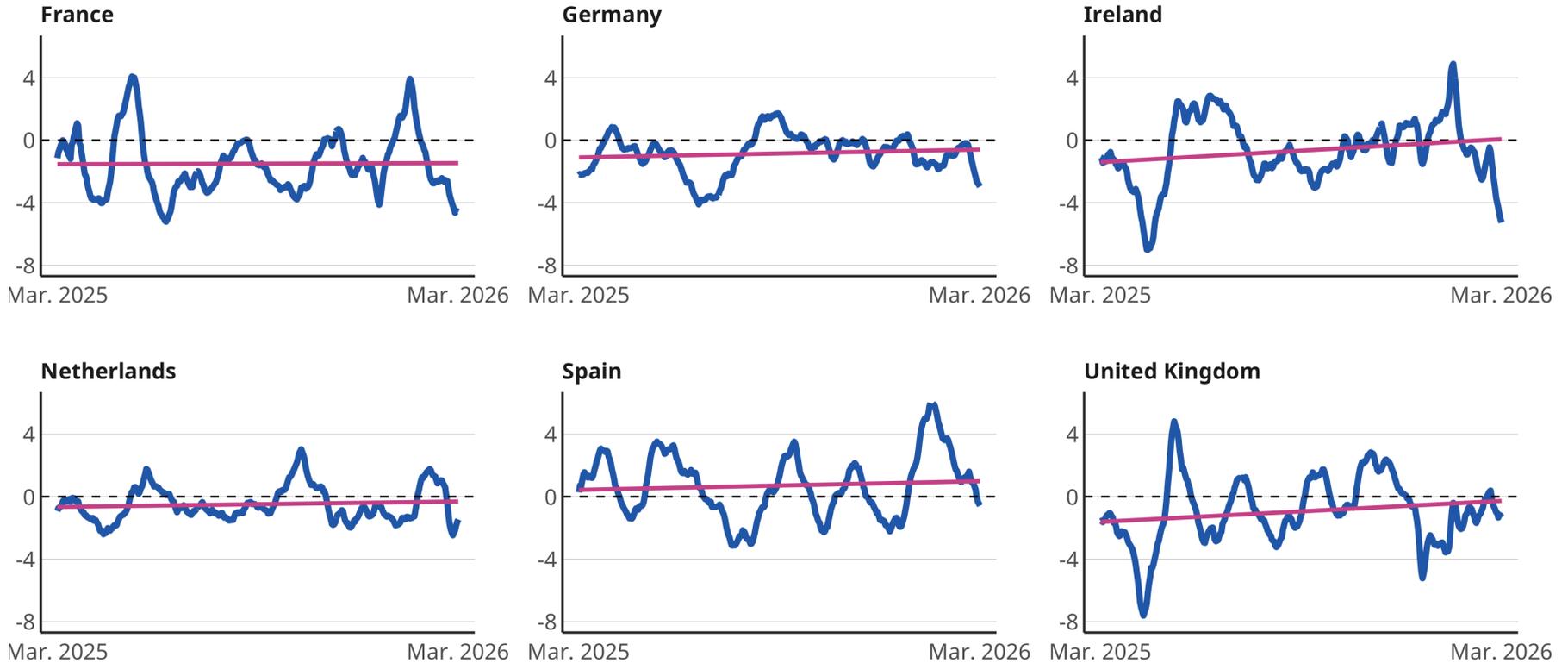


Source: Indeed



Job growth shows improving early-year momentum in some economies

Month-on-month growth rates in the Indeed Job Postings Index, seasonally adjusted, 20 Mar 2025 - 20 Mar 2026

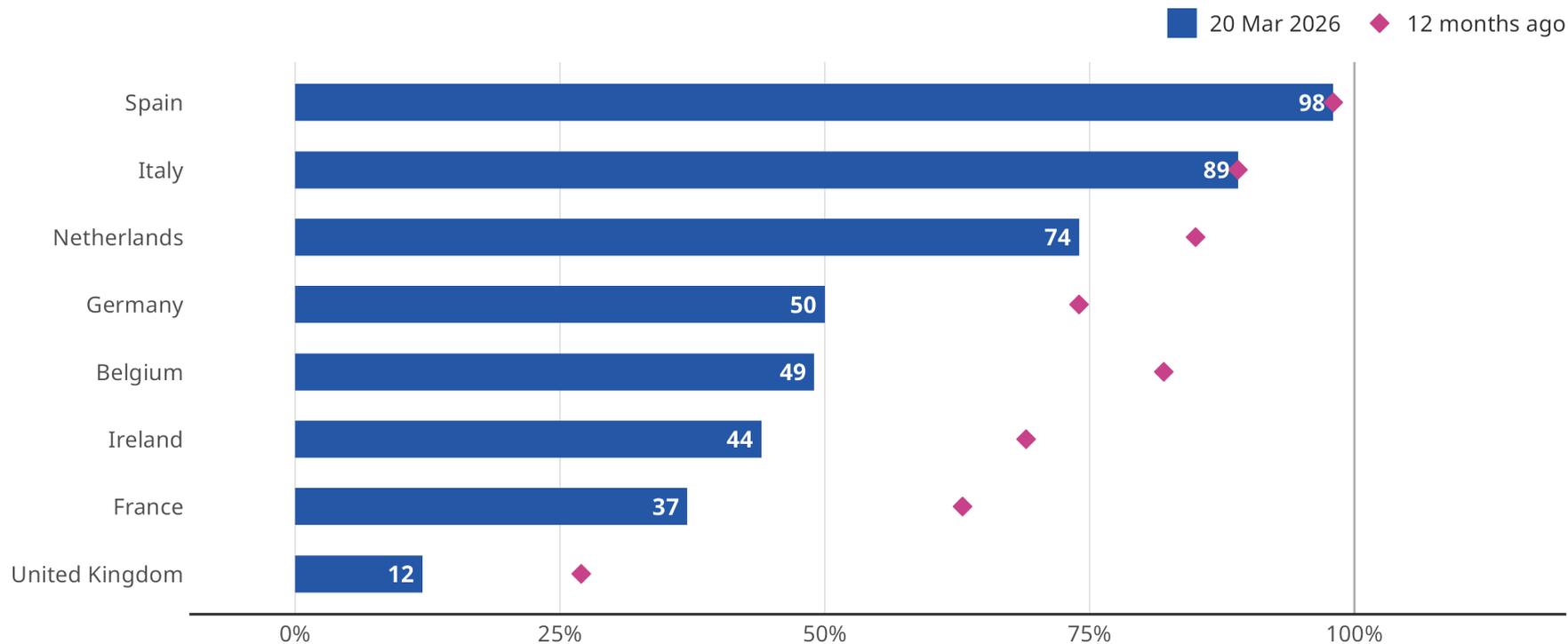


Source: Indeed



Majority of categories above baseline but trending downward, with the UK notably lower

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

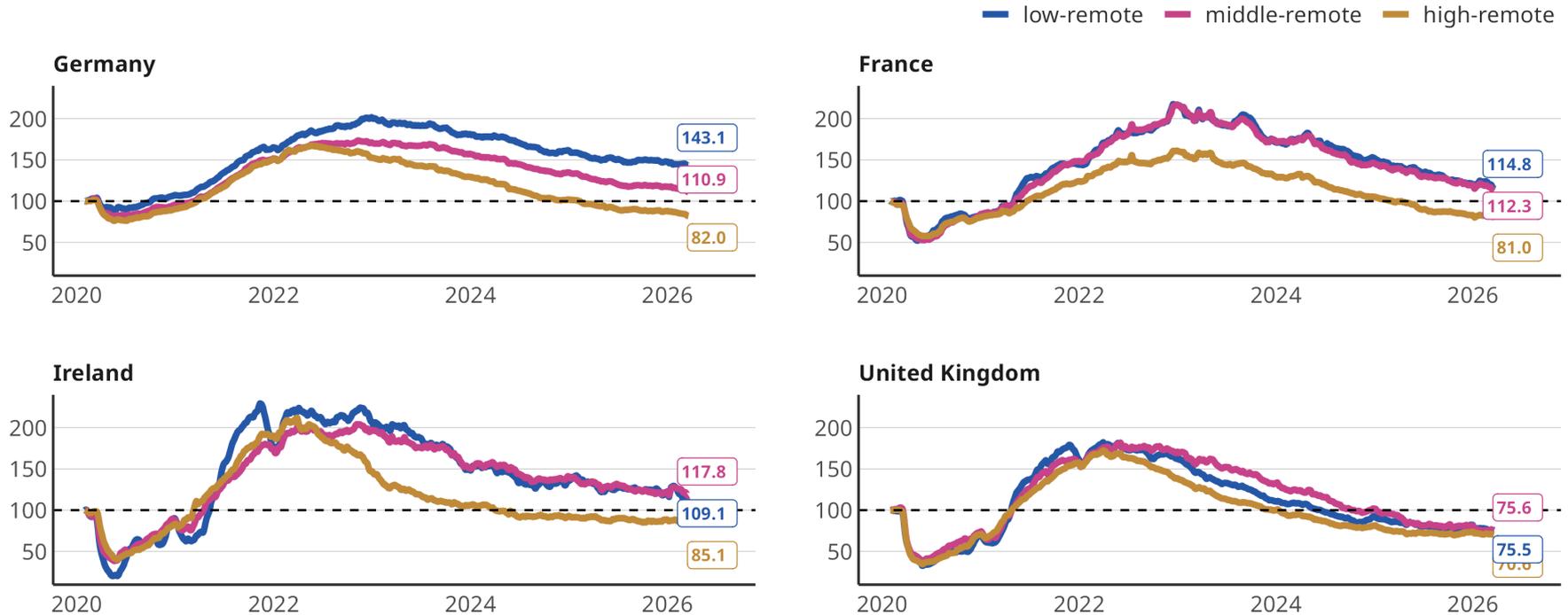


Source: Indeed



Postings are weakest in high-remote sectors

Index 100 = Feb 2020, seasonally adjusted, to 20 Mar 2026

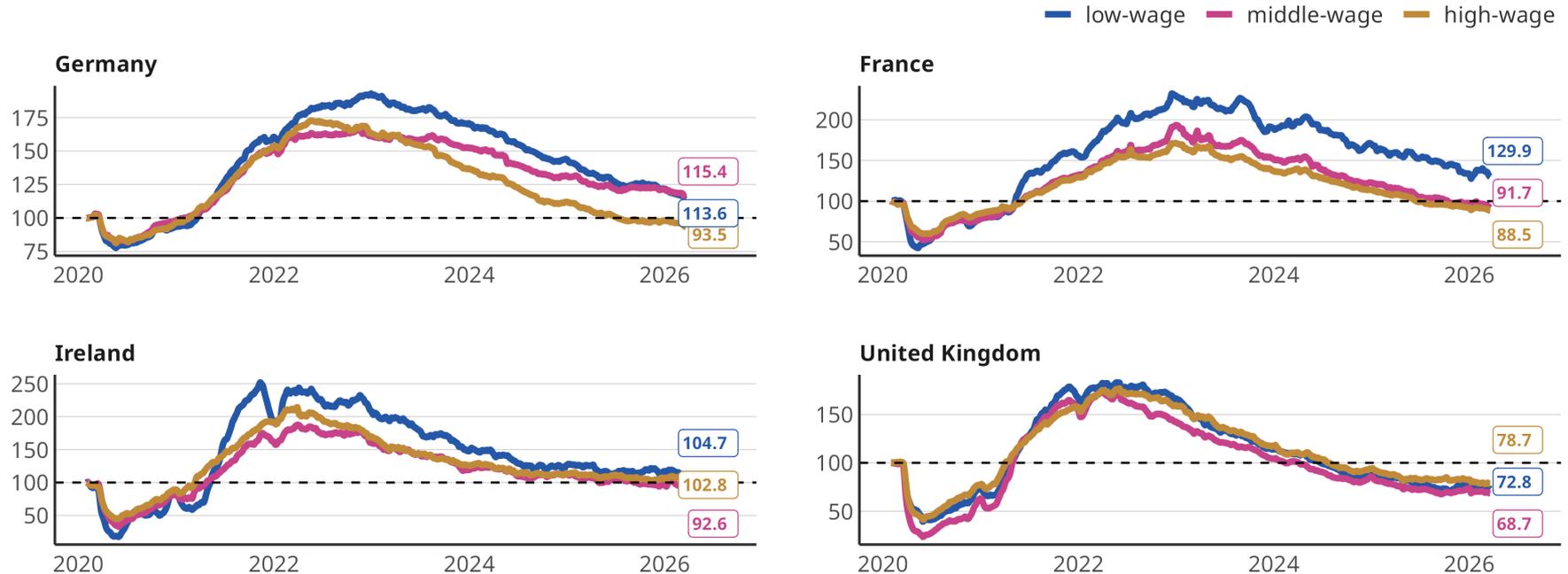


Source: Indeed



Demand for high-wage jobs declined in France and Germany, while middle-wage jobs fell most in Ireland and the UK

Index 100 = Feb 2020, seasonally adjusted, to 20 Mar 2026

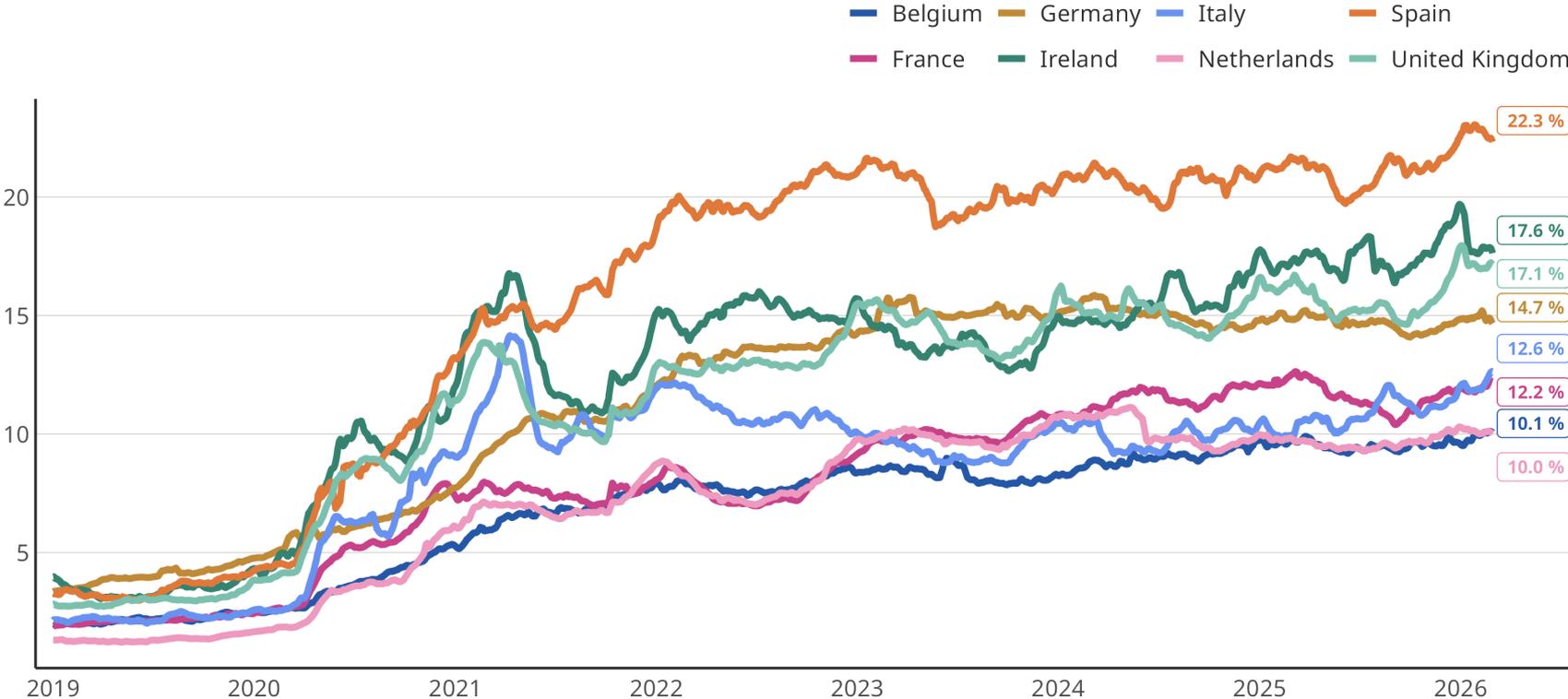


Source: Indeed



Incidence of remote work shows strong cross-country differences

Share (%) of job postings mentioning remote/hybrid terms, to February 2026

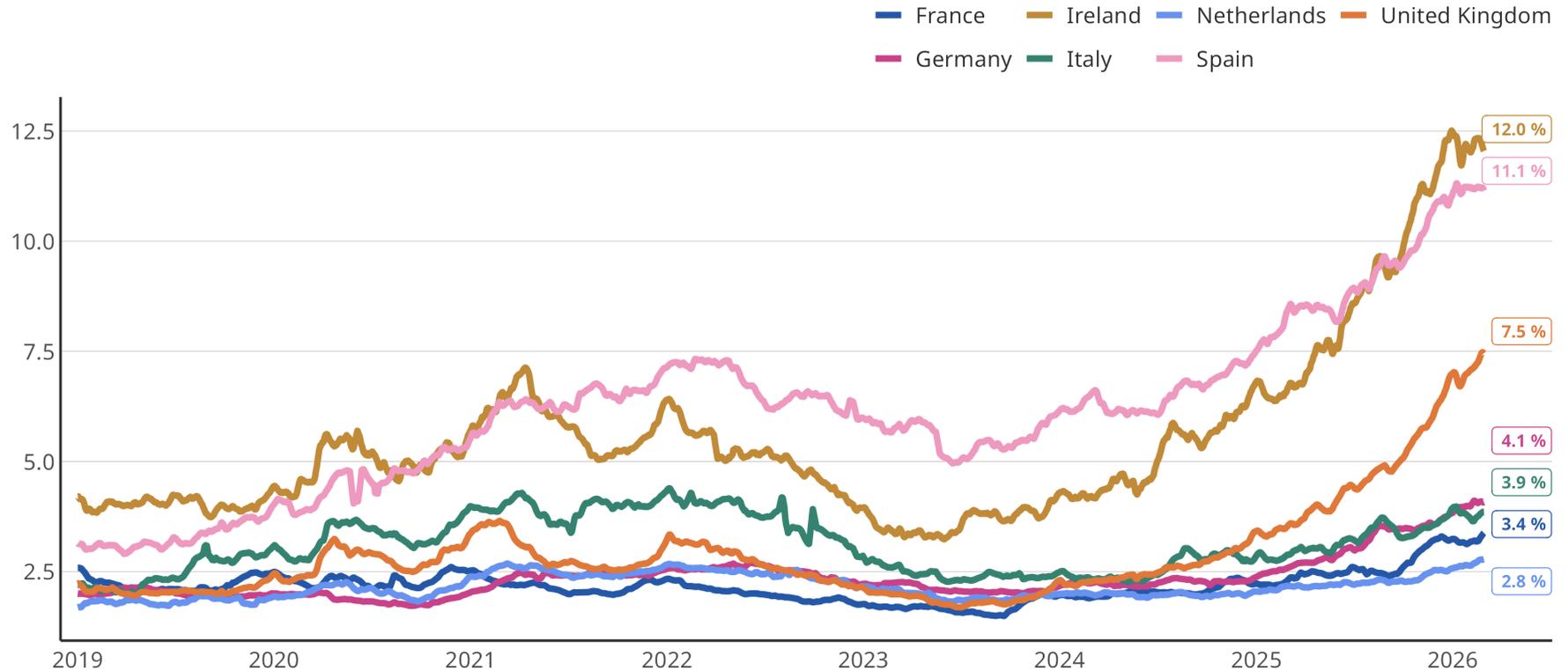


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



The share of postings mentioning AI is rising across most of Europe

Percentage (%) of job postings containing AI terms, 7-day moving average, to Feb 2026

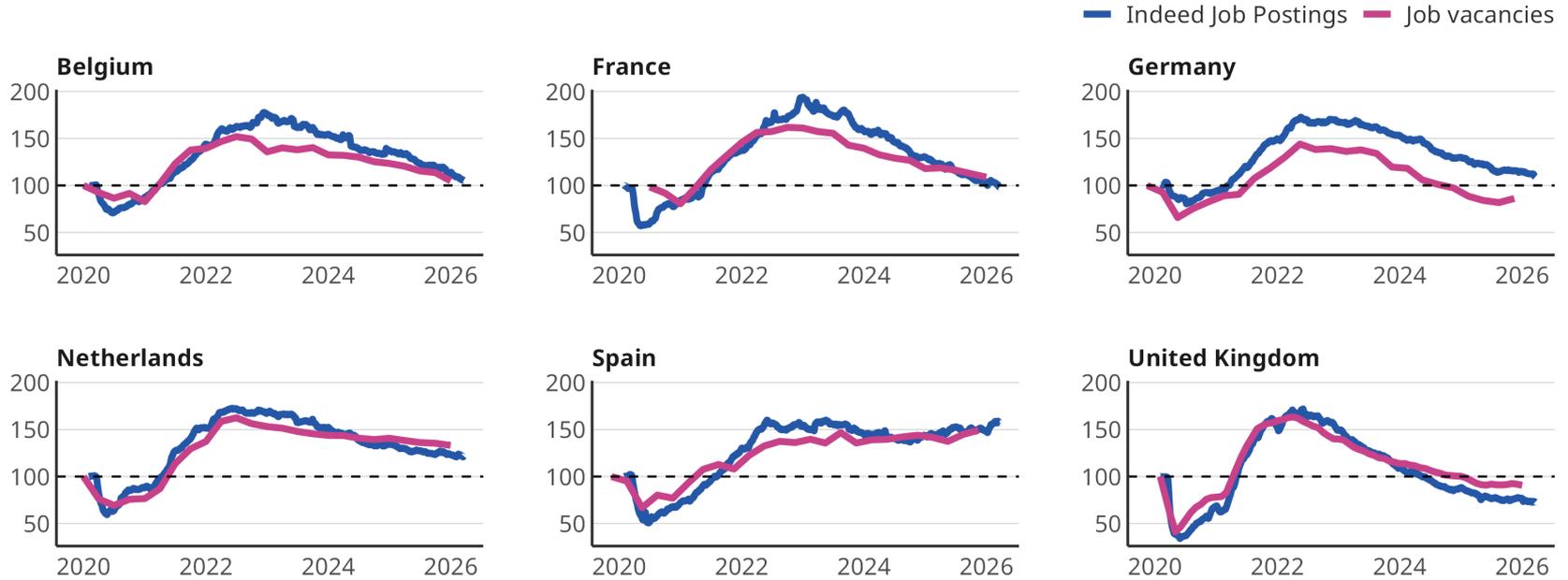


Source: Indeed. Cross-country level differences are partly due to differences in sector composition.



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

Seasonally adjusted index, to 20 Mar 2026

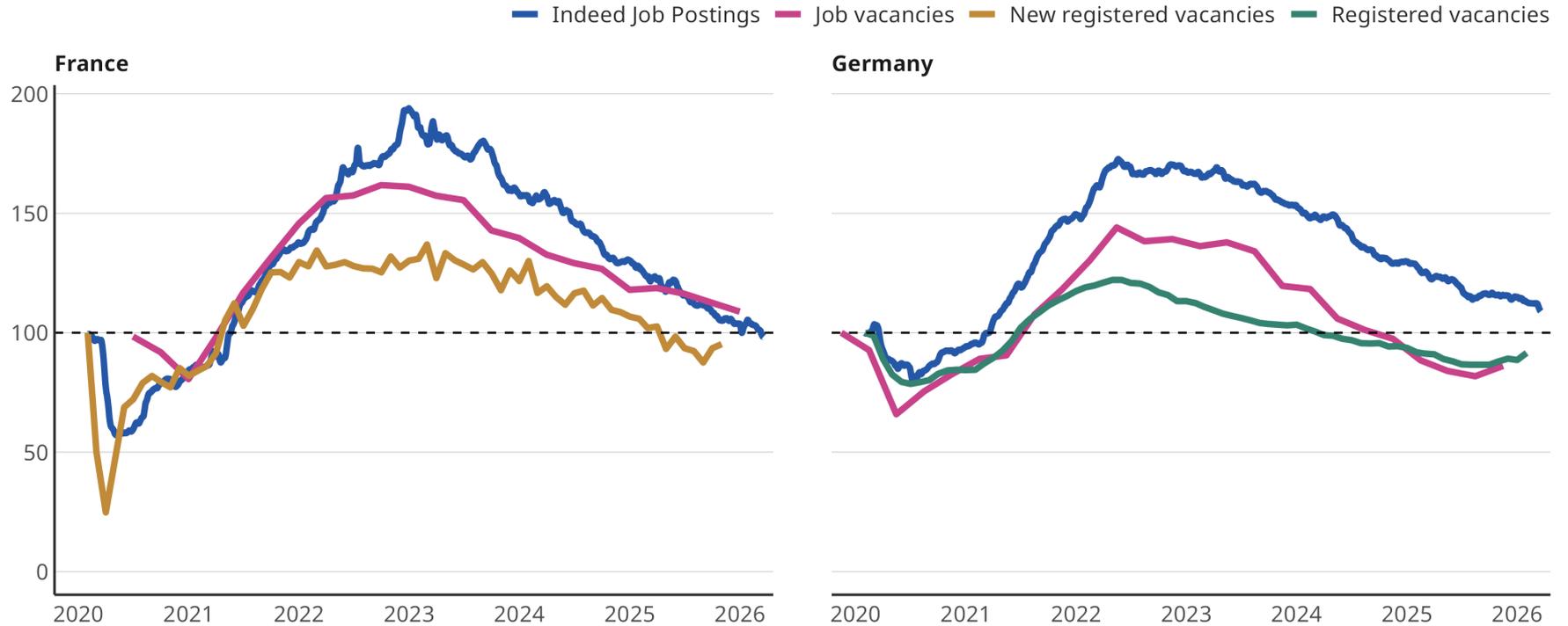


Source: Indeed, Eurostat (Germany, France, Spain, Ireland, Netherlands; quarterly data, to Q4 2025), ONS (United Kingdom; monthly data, to Jan 2026). Index 100 = Feb 2020 for Indeed and ONS data. Index = Q4 2019 for Eurostat data. Missing value in French data for Q1 2020. Eurostat data is survey-based 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 20 Mar 2026

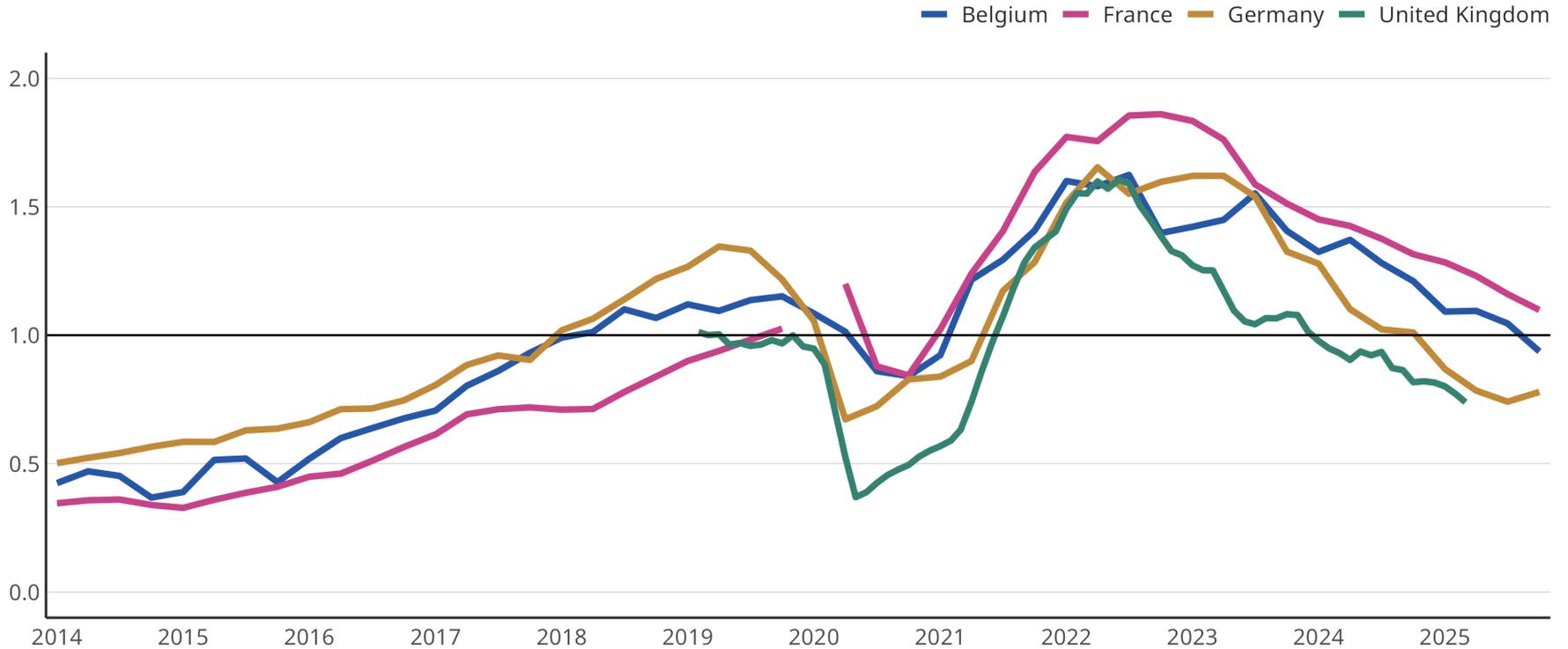


Sources: Indeed, Eurostat (Job vacancies, quarterly data, to Q4 2025, missing value in French vacancy data for Q1 2020), OECD (Registered vacancies, monthly data, to Feb 2026).
Index 100 = Feb. 2020 for Indeed and OECD data. Index = Q4 2019 for Eurostat data.



Labour markets are gradually loosening in several European economies

Vacancies per unemployed worker, normalised to their long-term mean, seasonally adjusted, to Q4 2025

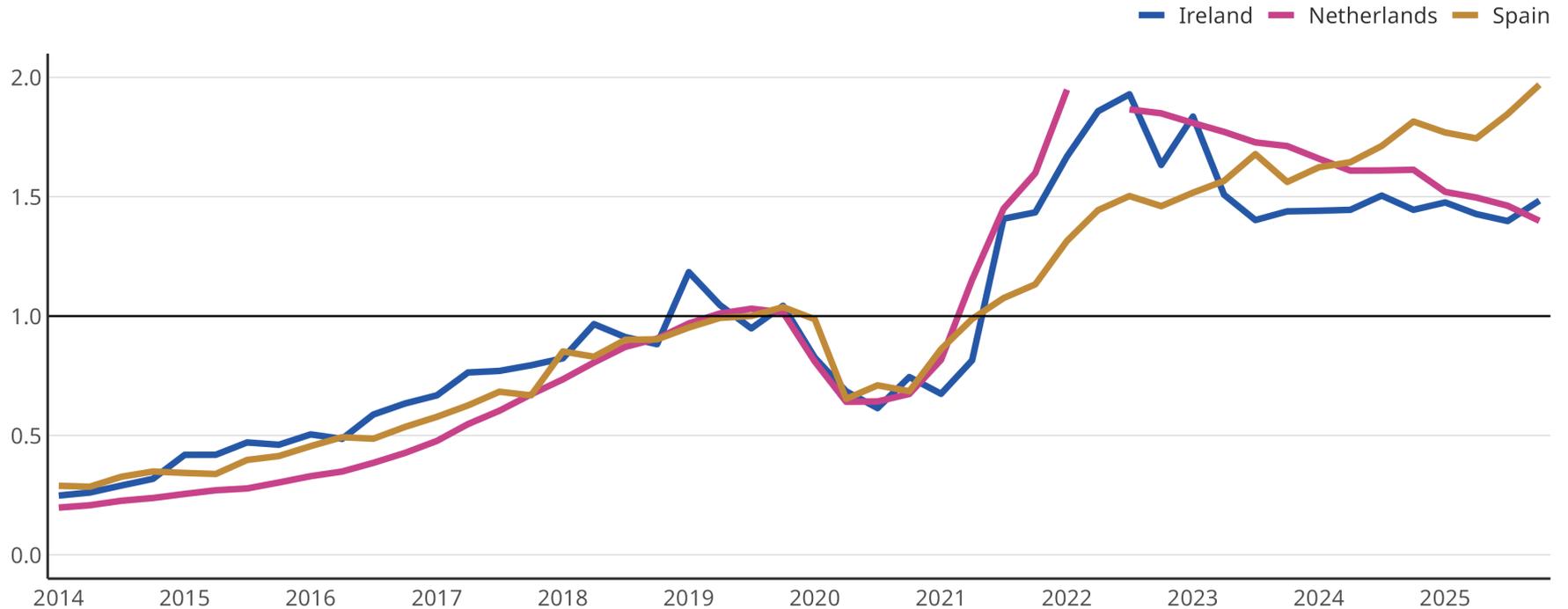


Sources: Eurostat, ONS. Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (UK: 16-64). Vacancies from Eurostat refer to NACE-Rev.2 sectors B-S. Missing value in French vacancy data for Q1 2020.



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

Vacancies per unemployed worker, normalised to their long-term mean, seasonally adjusted, to Q4 2025

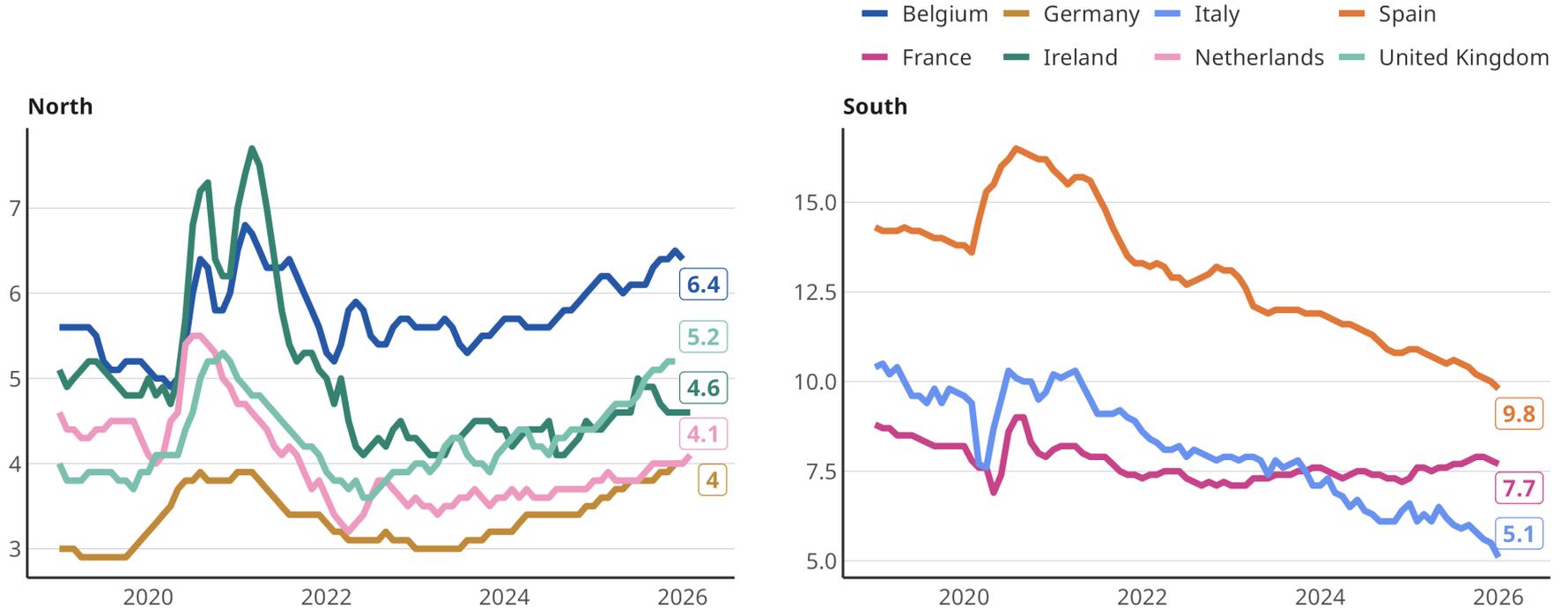


Sources: Eurostat. Tightness is normalised to its mean over the observed period. Unemployment among ages 15-74 (Spain: 16-74). Vacancies refer to NACE-Rev.2 sectors B-S. For Italy, the number of vacancies is approximated by the vacancy rate.



Unemployment rates drifting slightly upwards in the North, levelling off at higher level in Southern Europe

Unemployment, in % of the labour force, Europe, Jan 2019 – Feb 2026



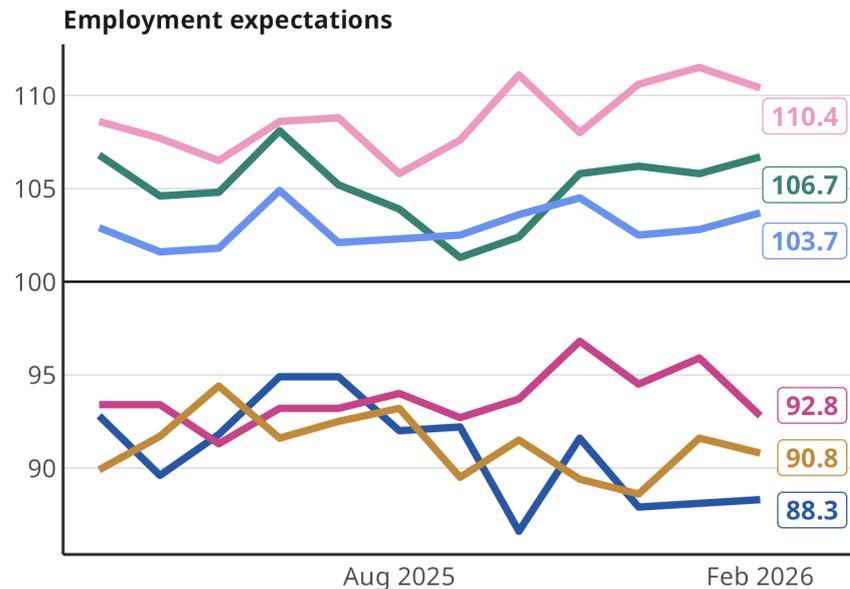
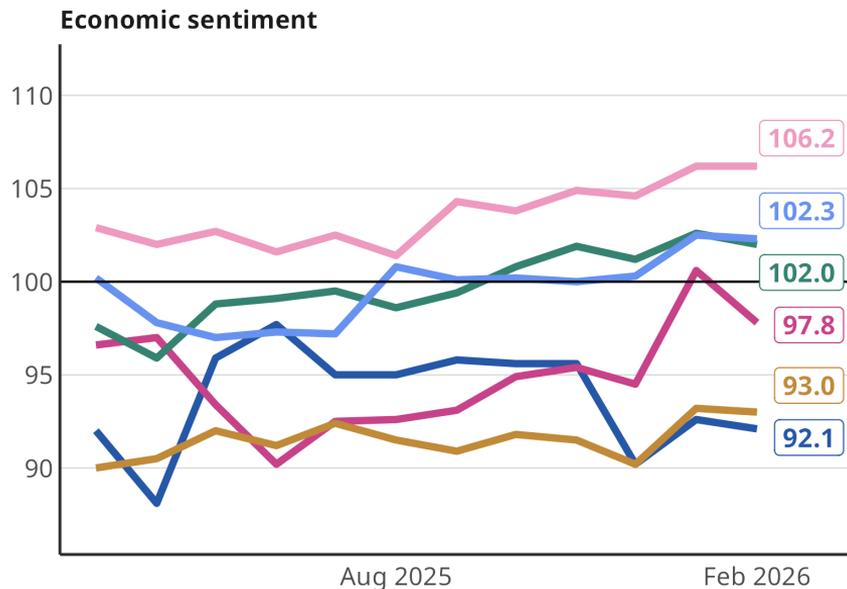
Sources: Eurostat, ONS. Seasonally adjusted unemployment rate among ages 15-74. ONS data refers to ages 16-64, latest data: Dec 2025.



Employment expectations in Italy, Spain, and the Netherlands buck the downward trend; France shows first signs of recovery

Index (long-term average = 100), monthly data, to Feb 2026

— Belgium — Germany — Netherlands
— France — Italy — Spain

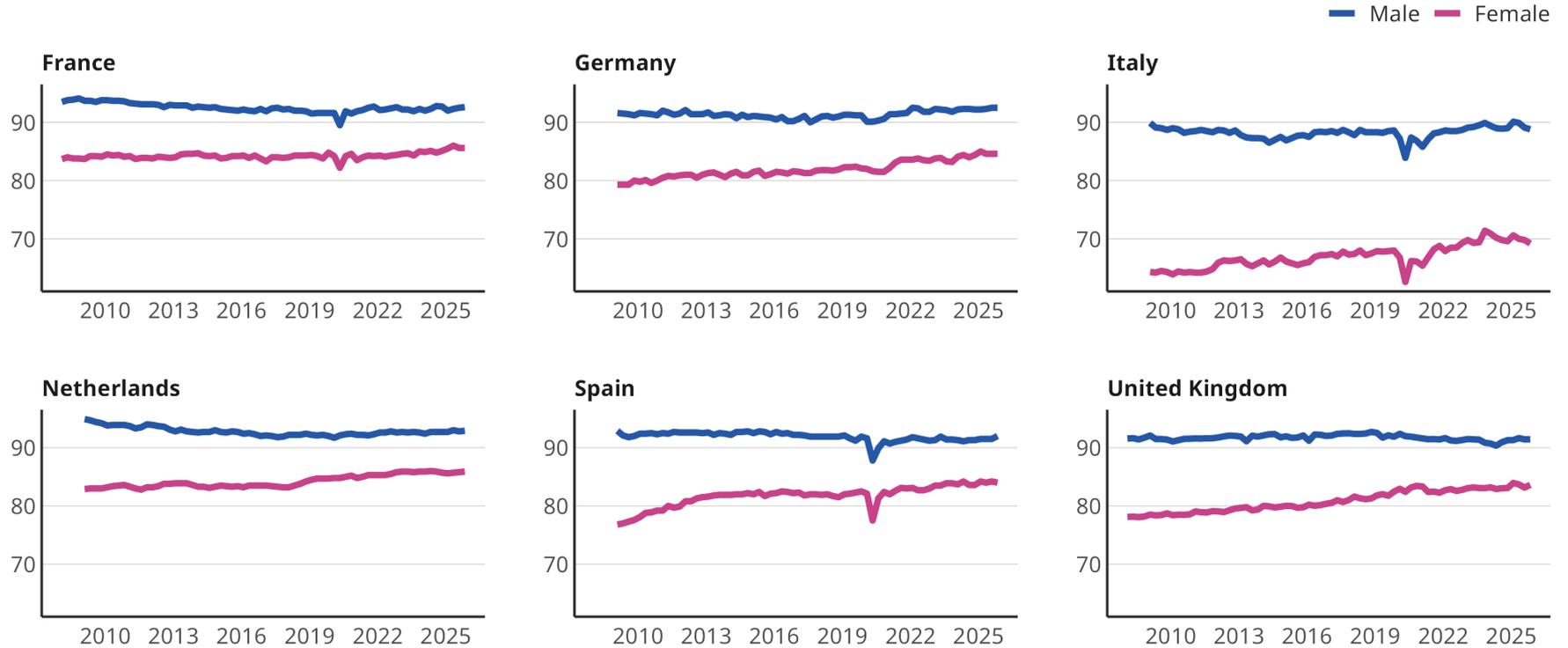


Source: Business and Consumer Survey, European Commission.
 Seasonal adjustment and calculation of long-term average by the publisher.



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 Q4 2025

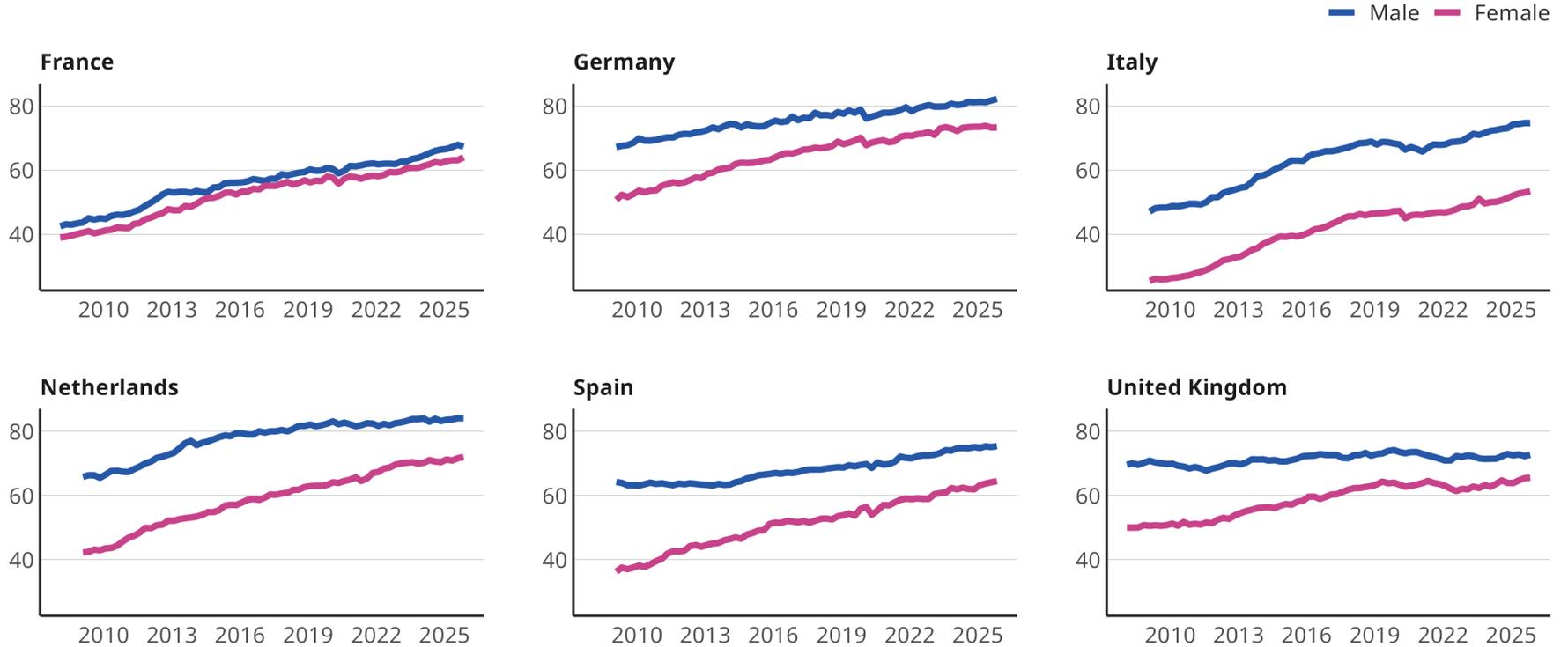


Sources: ILOSTAT (UK, to Q4 2025), Eurostat (EU countries, to Q4 2025). Seasonally adjusted.
Limited data availability due to break-corrected data from Eurostat with back estimates for 2009-Q1 to 2020-Q4 (except France).



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, to Q4 2025

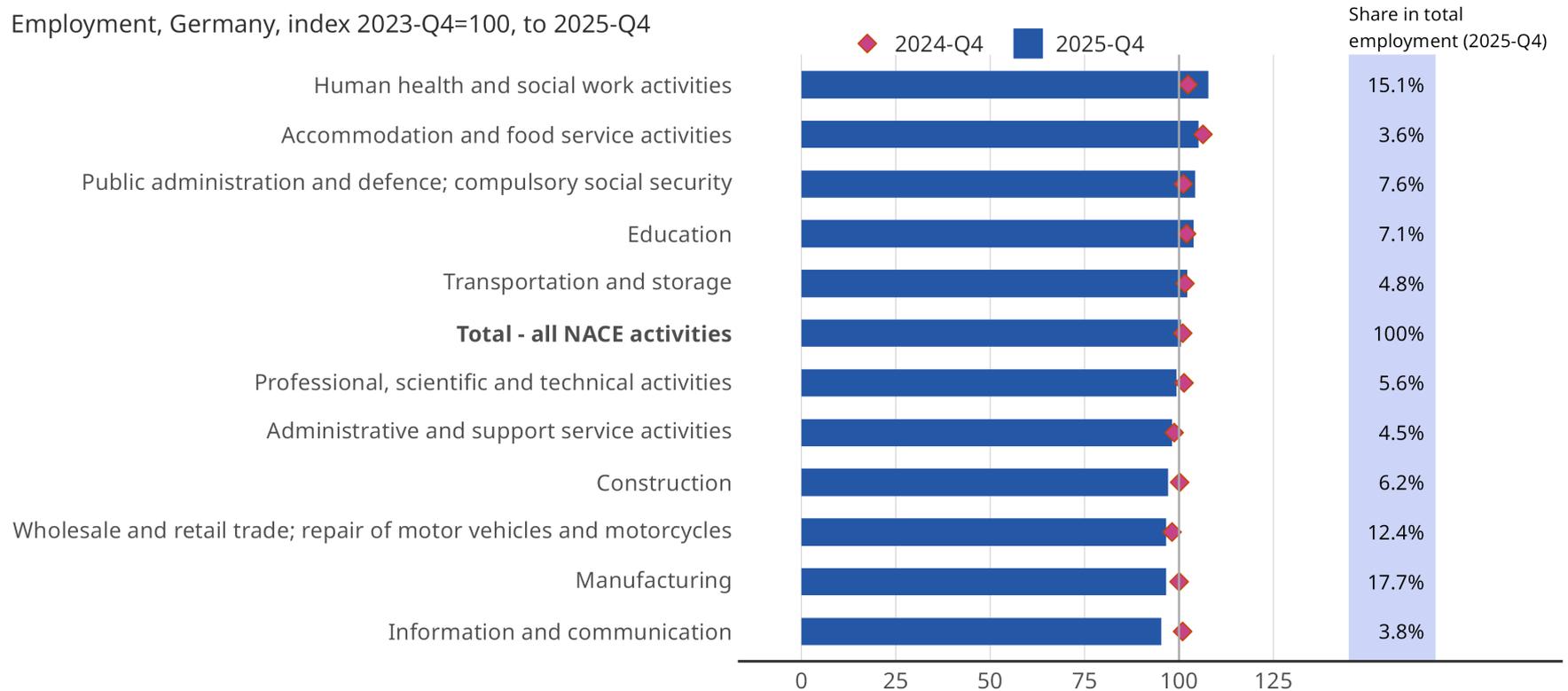


Sources: ILOSTAT (UK, to Q4 2025), Eurostat (EU countries, to Q4 2025). Seasonally adjusted.
Limited data availability due to break-corrected data from Eurostat with back estimates for 2009-Q1 to 2020-Q4 (except France).



Employment has remained stable overall since two years, with recent declines in hospitality and admin roles

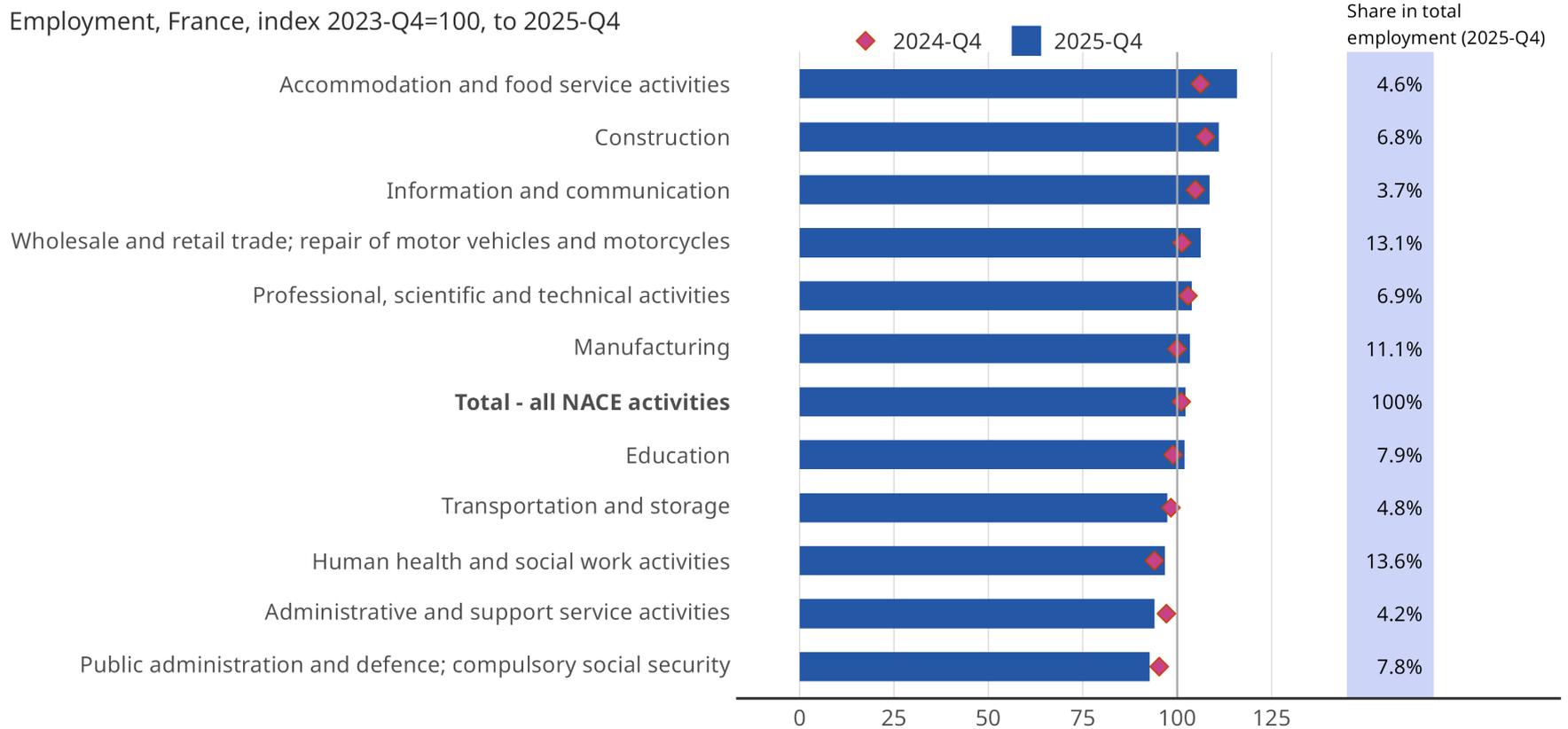
Employment, Germany, index 2023-Q4=100, to 2025-Q4



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

Employment has increased since 2023, particularly in hospitality and ICT

Employment, France, index 2023-Q4=100, to 2025-Q4



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

Posted wage growth remains robust across Europe, slower in France

Y-o-y growth in posted wages, to Jan 2026

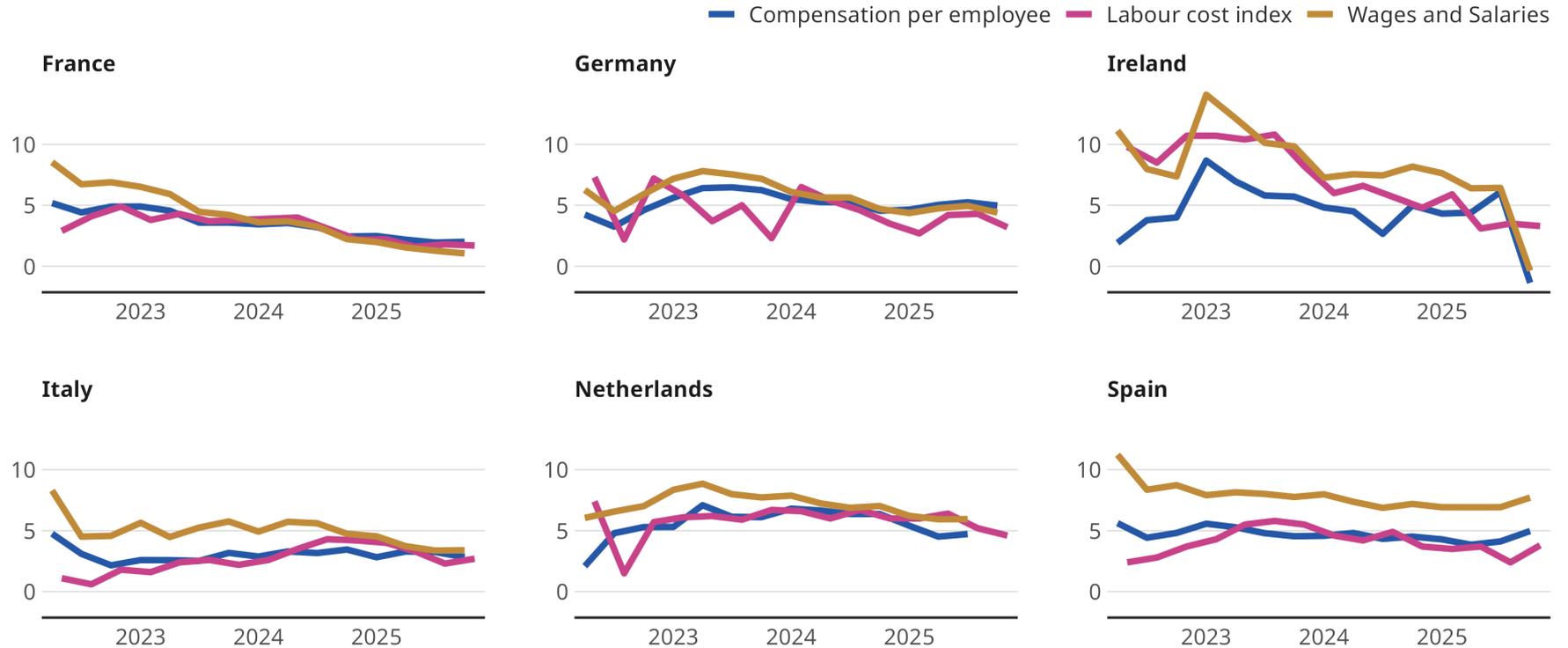


Source: Indeed Wage Tracker



Wage growth patterns vary considerably across the EU

Y-o-y growth rates in labour compensation measures, to 2025-Q4



Sources: Eurostat (LCI refers to hourly compensation, including taxes and subsidies; NACE-Rev. 2 B-S, seasonally and calendar adjusted), ECB (CPE, W&S; Total economy, German and French data are seasonally adjusted, the remaining countries are both seasonally and calendar adjusted), 

United Kingdom: growth in average weekly earnings remains strong

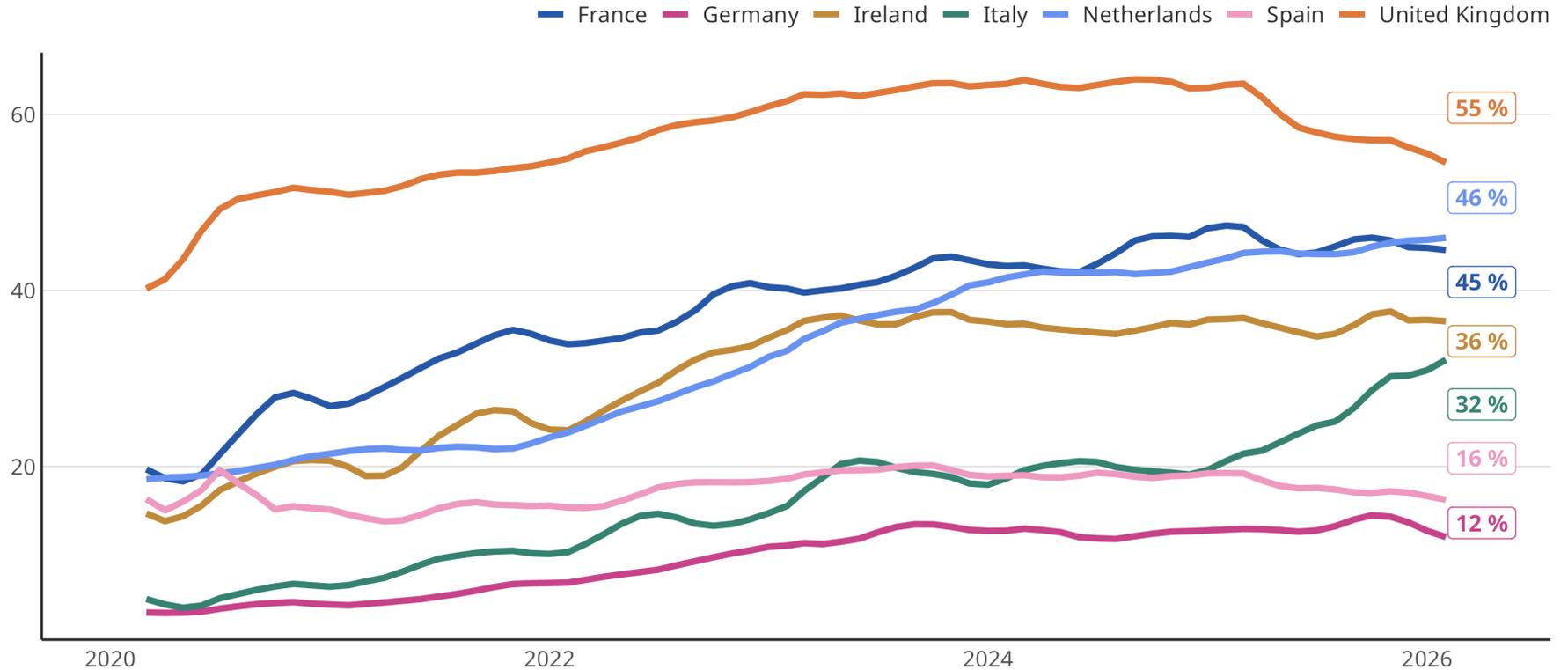
Year-on-year growth rates in regular pay, seasonally adjusted, to January 2026



Source: ONS.

Salary transparency has stalled ahead of incoming legislation

Share of postings containing salary information, 3-month rolling average, to February 2026



Source: Indeed



- hiringlab.org
- data.indeed.com