

Employment

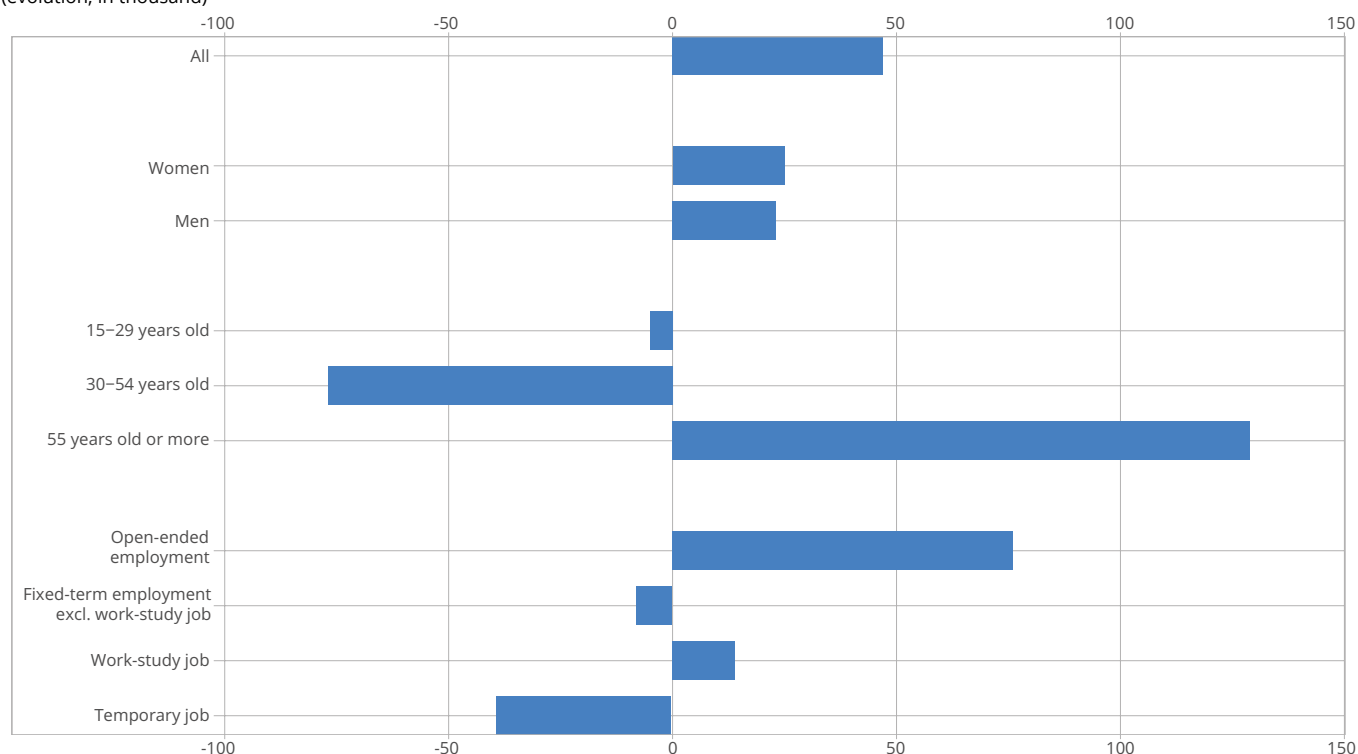
In Q3 2024, payroll employment increased by 0.2% (i.e. +49,000 jobs): this increase came in both the public (+22,000 jobs) and private sectors (+27,000 jobs). It concerned in particular the non-market tertiary sector, accommodation-catering and, to a lesser extent, services to businesses. In the private sector, payroll employment of seniors continues to grow (+129,100 jobs year on year for those aged 55 and over), for 30-54-year-olds it has declined (-77,100 jobs), while for the under-30s it has remained stable (► [Figure 1](#)). Although this increase was greater than expected, payroll employment continues to slow year on year: +0.5% against +0.7% at the end of 2023 and +1.4% at the end of 2022.

Responses from business leaders in the business tendency surveys suggest that there was a moderate increase in their workforce in Q4 2024, as the climate in which their responses were analysed was slightly below its long-term average (► [Figure 2](#)). In addition, employment in work-study programmes made a substantial contribution to the earlier increase in total employment (accounting for about one third of the increase between the end of 2019 and the end of 2022), then moved downwards in 2023. It then fell back further in summer 2024 as a result of the reduction in the one-off bonuses for apprenticeships, and is expected to remain in decline over the coming quarters. Thus it is likely that private sector employment will continue to slow: it is expected to start to erode in industry, continue to slip back in construction and temporary employment and is unlikely to rise any further in the market tertiary sector. Meanwhile, public employment looks set to stabilise by mid-2025, after two years of growth in 2023 and 2024.

Self-employment is expected to continue to increase, but less and less significantly, due to the slight slowdown in the creation of micro-enterprises. All in all, total employment is expected to remain virtually stable from Q4 2024 to Q2 2025. Year on year, it looks set to increase by 0.4% (i.e. around +108,000 jobs) by mid-2025, a slower pace than the previous year (► [Figure 3](#)). Activity should increase more rapidly (+0.7% expected year on year by mid-2025), which should give apparent labour productivity the chance to continue to pick up. Since the end of 2023, in the non-agricultural market sector, excluding work-study employees, per capita productivity has been in excess of its pre-health crisis level, although it has not yet caught up with the accumulated loss of productivity (► [Figure 4](#) and [blog in French](#)). It has exceeded its pre-crisis level in the market tertiary sector since early 2022. Conversely, by mid-2025 in industry and construction, productivity is still likely to be well below its pre-health crisis level. ●

► 1. Number of private payroll jobs created between Q3 2023 and Q3 2024

(evolution, in thousand)



How to read it: between the third quarter of 2023 and the third quarter of 2024, private salaried employment rose by 129,000 for those aged 55 or over.

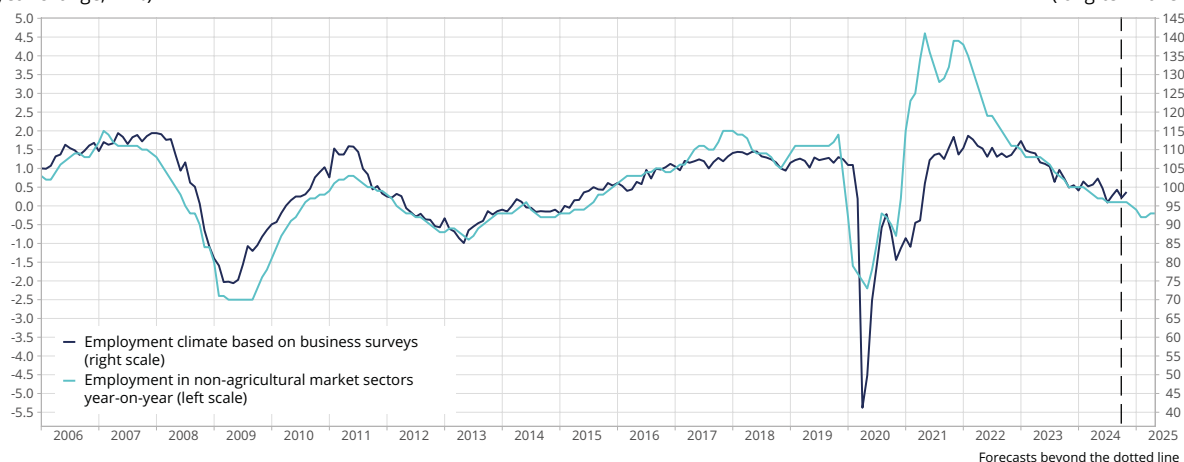
Source: INSEE, Employment estimates; quarterly estimates URSSAF, DARES, INSEE.

French economic outlook

► 2. Employment climate and change in market payroll employment

(year-on-year change, in %)

(long-term average 100)



Last point: November 2024 for the employment climate, Q3 2024 for the year-on-year change in employment in the non-agricultural market sectors (forecast for the last three points).

How to read it: in November 2024, the employment climate stands at 99 points, just below its long-term average; in the Q3 of 2024, non-farm payroll employment was 0.1% higher than a year earlier.

Source: INSEE, business surveys and DARES-INSEE-URSSAF, quarterly employment estimates, INSEE forecast.

► 3. Change in payroll employment

(in thousand, SA, at the end of the period)

	Evolution over 3 months										Evolution over 1 year		
	2023				2024				2025		Q4 2022	Q4 2024	Q2 2025
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2			
Payroll employment	35	68	48	23	74	-15	49	6	-8	-8	175	113	38
	0.1%	0.3%	0.2%	0.1%	0.3%	-0.1%	0.2%	0.0%	0.0%	0.0%	0.7%	0.4%	0.1%
By sector of activity													
Agriculture	-9	6	3	4	0	-11	7	2	0	0	4	-2	9
Industry	7	8	11	10	7	4	0	0	-3	-3	35	12	-6
Construction	-2	-2	-4	-4	-8	-9	-4	-10	-10	-10	-13	-30	-34
Market tertiary	23	37	17	-14	43	-21	10	0	0	0	63	32	10
of which: temporary work	-20	-5	-18	-10	-5	-18	-6	-5	-5	-5	-53	-34	-21
of which: excl. temporary work	43	42	35	-4	48	-3	16	5	5	5	117	66	31
Non-market tertiary	16	20	22	28	31	21	35	14	5	5	85	101	59
By type of employer													
Private	16	55	39	-2	55	-33	27	-3	-11	-8	108	46	5
Public	20	13	10	25	19	18	22	9	3	0	67	68	33
Self-employment	23	23	23	23	20	20	20	20	15	15	90	80	70
	58	90	71	46	94	5	68	26	7	7	265	193	108
All	0.2%	0.3%	0.2%	0.2%	0.3%	0.0%	0.2%	0.1%	0.0%	0.0%	0.9%	0.7%	0.4%

■ Forecast.

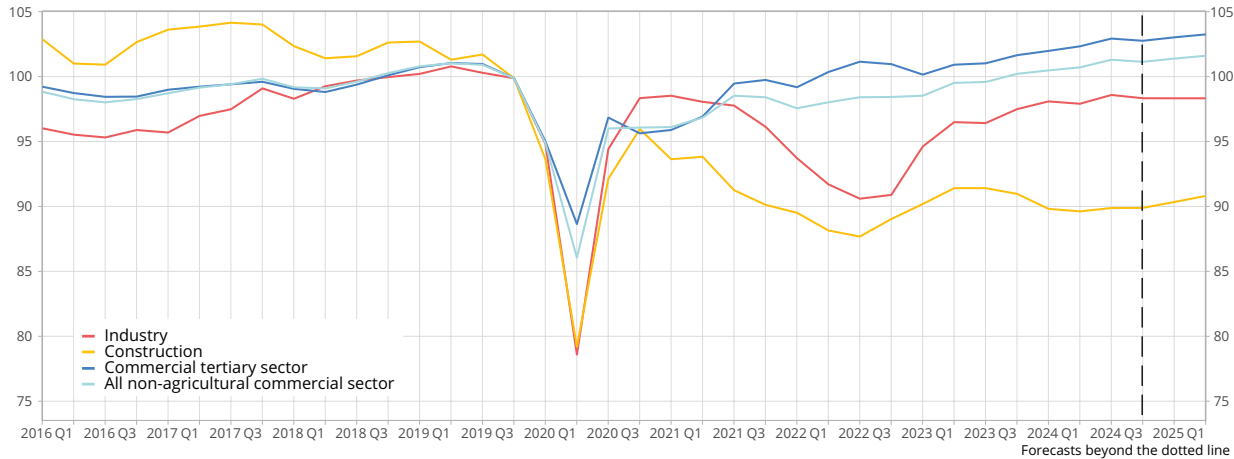
Note: in this table, temporary workers are counted in the commercial tertiary sector.

How to read it: in Q3 2024, payroll employment increase by 0.2%, or 49,000 net new jobs.

Scope: France (excluding Mayotte).

Source: INSEE.

► 4. Apparent per capita productivity, excluding work-study
(base 100 = Q4 2019)



Note: apparent per capita productivity is measured here using the ratio of the value added of each branch to payroll employment excluding work-study in the corresponding sector.
How to read it: in Q3 2024, apparent per capita productivity excluding work-study in the industry sector was 1.1% lower than its Q4 2019 level.
Source: INSEE, National accounts and quarterly employment estimates.