



The Fearless Future: 2025 Global AI Jobs Barometer

France Analysis



Global Insights

The AI Jobs Barometer reveals AI's global impact on jobs, wages, skills, and productivity by examining close to a billion job ads from six continents.



Our data suggests:

The AI revolution is accelerating in all industries including industries less obviously exposed to AI such as agriculture and construction.

AI is redefining job roles faster and faster. Skills sought by employers for AI-exposed jobs are changing 66% faster than for other jobs – up from 25% last year.

AI is associated with gentler growth – but not sharp declines - in job numbers. Like electricity, AI has the potential to create more jobs than it displaces if it is used to pioneer new forms of economic activity. Our data suggests that companies are indeed using AI to help people create more value rather than simply reduce headcount.

AI is helping to democratise opportunity for people who lack the time or resources to obtain formal degrees. Employer demand for formal degrees is declining particularly quickly for jobs exposed to AI, especially jobs more highly automated by AI.

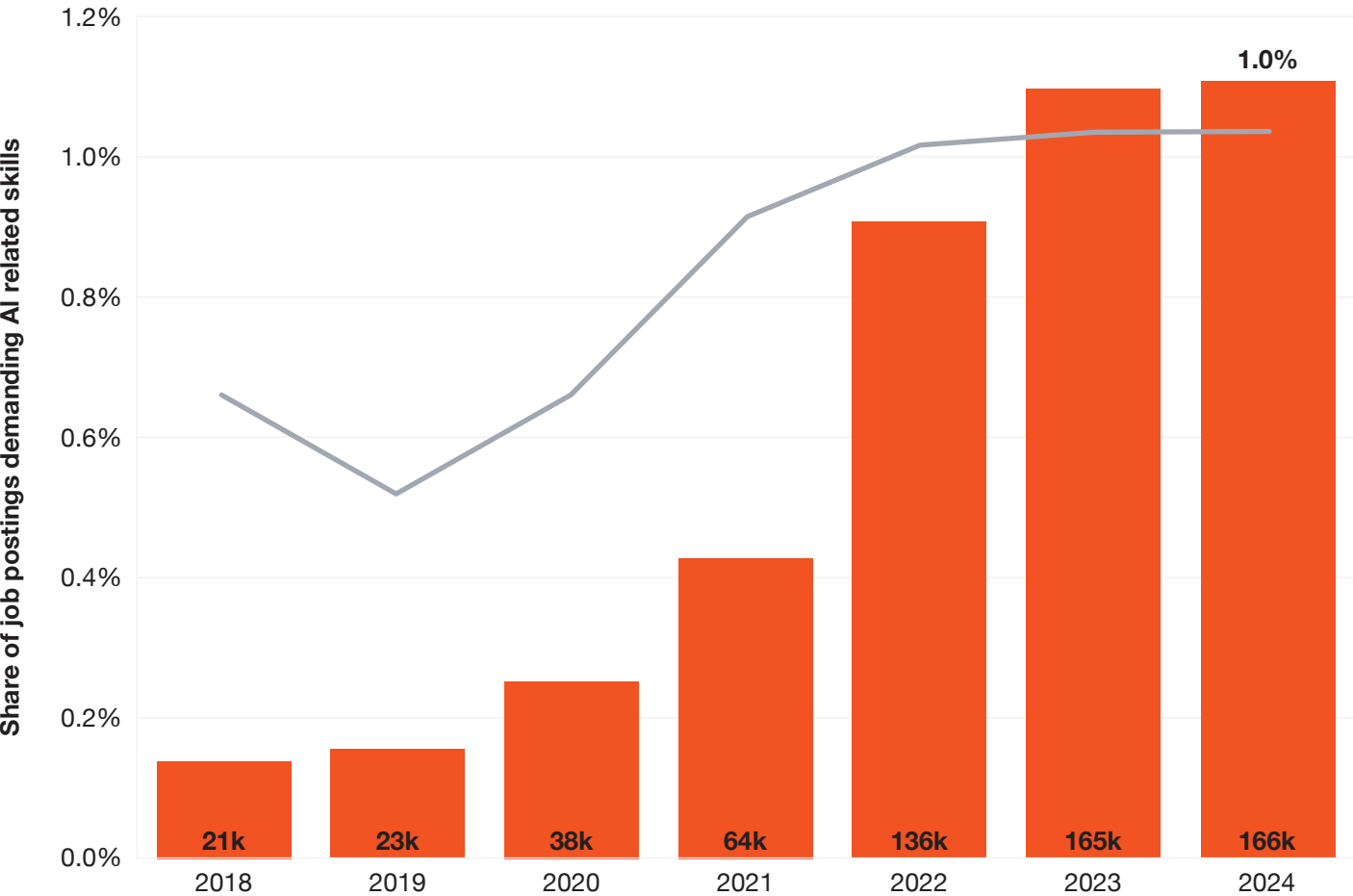
Please see the [global findings report](#) for more insights.

France Insights



Given a strengthening labour market in 2024, with more job postings overall, demand for roles requiring AI-related skills continues to rise

Total number and share of job postings requiring AI related skills, France, 2018-2024



Key findings

- The share of job postings requiring AI-related skills steadily increased year over year from 2018 to 2022, from 0.7% to 1.0%.
- Given a stronger French job market with more roles being posted, AI job postings increased significantly from 21k in 2018 to 166k in 2024. The share of AI-related jobs increased significantly, which indicates a continued high demand for AI skills.

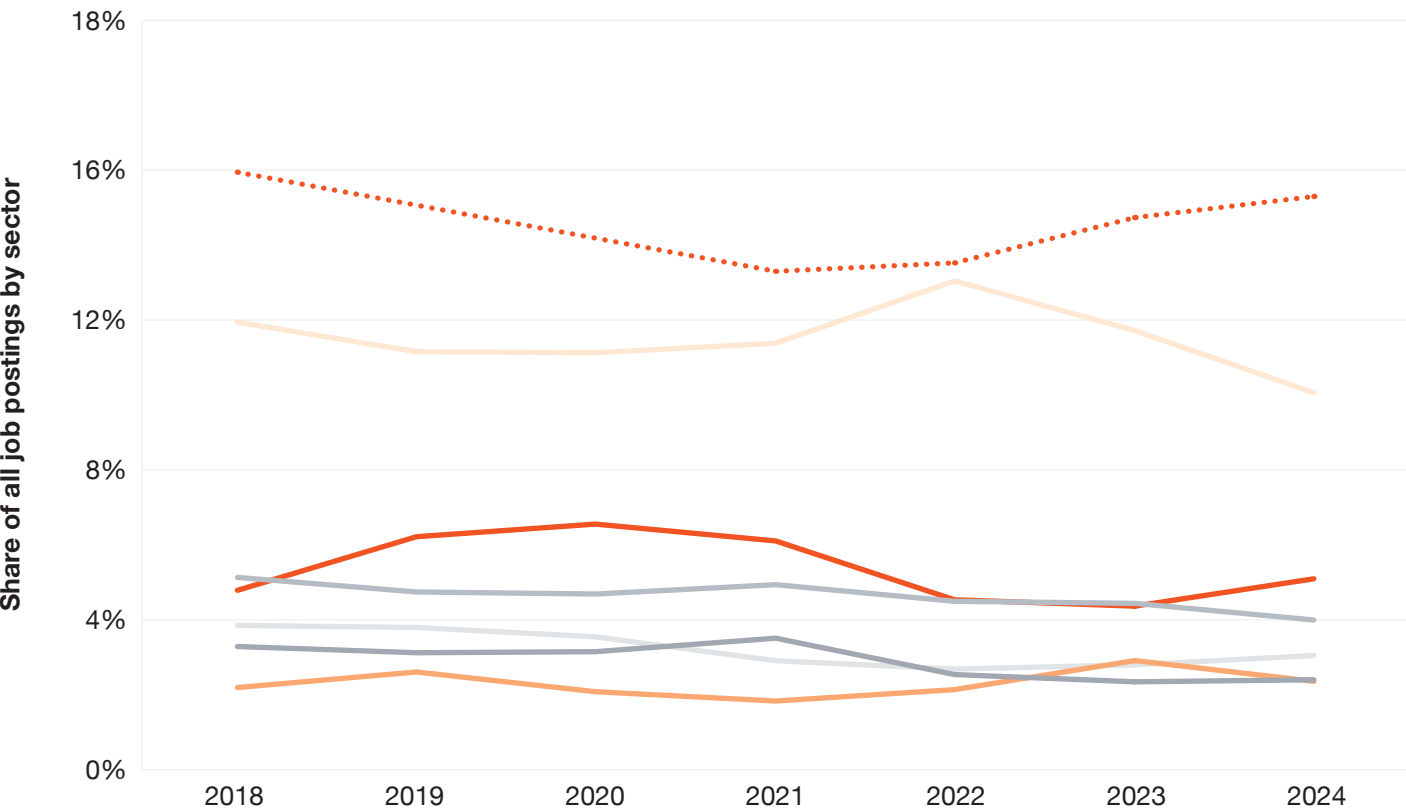
Notes

- We use Lightcast data for jobs postings, including associated skills.

Over the past decade, the manufacturing sector has remained the leading employer, exhibiting the highest demand for workers in France

Share of all job postings by sector, France, 2018-2024

Human Health and Social Work Activities Professional, Scientific and Technical Activities Education
Manufacturing Information and Communication Financial and Insurance Activities Construction



Key findings

- The proportion of job vacancies in the Manufacturing sector has fallen from 13.3% in 2021 to 15.5% in 2024
- Professional, Scientific and Technical Activities remains the second largest sector at 10% in 2024.
- The Human Health and Social Work activities sector holds the third-largest share of job postings, rising from 4.7% in 2023 to 5.2% in 2024, reflecting slight growth in demand for occupations within in.

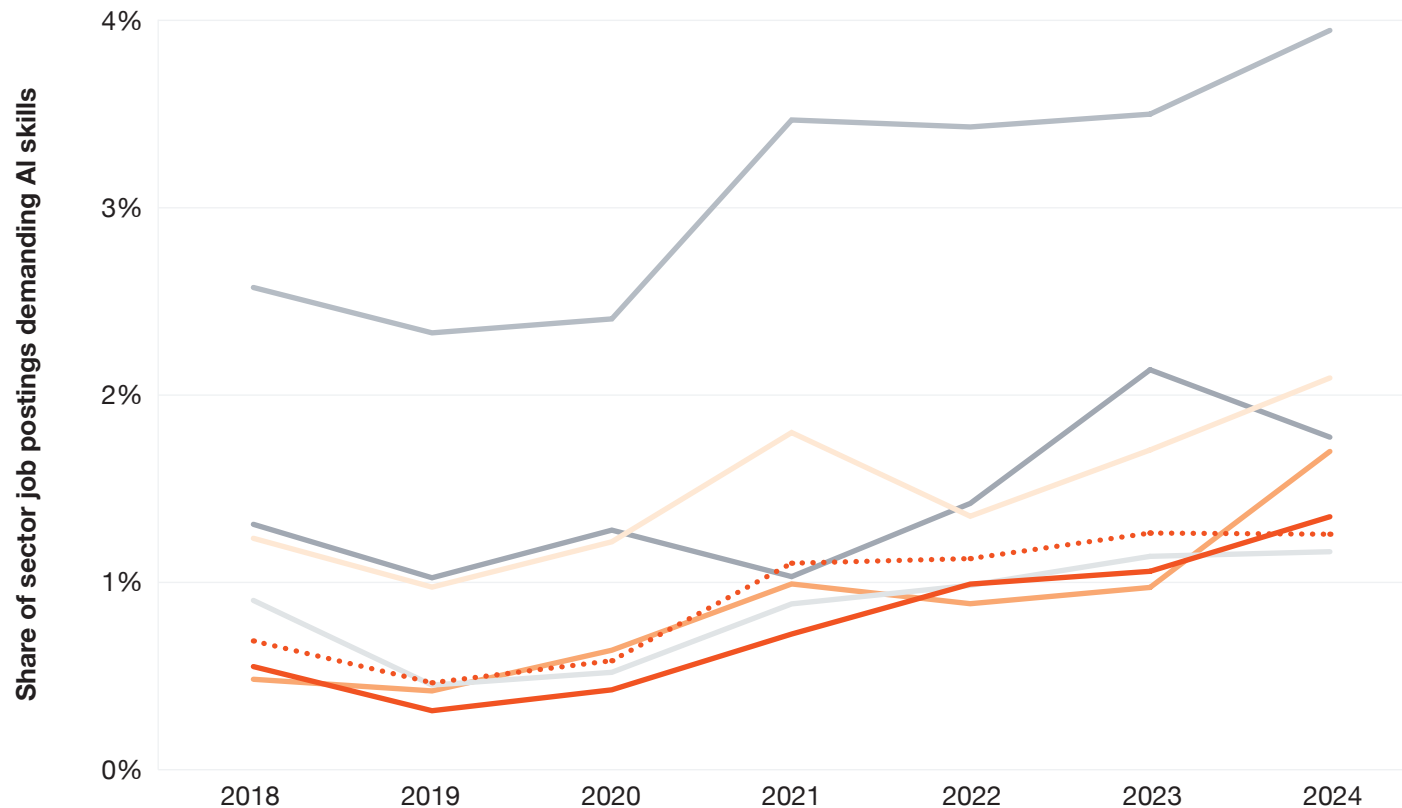
Notes

- The number of uncategorised jobs changes over time, causing shifts in the shares of other sectors in our data.

The demand for jobs requiring AI skills has significantly increased across most sectors between 2018 and 2024

Share of AI job postings by sector, France, 2018-2024

— Human Health and Social Work Activities — Professional, Scientific and Technical Activities — Education
... Manufacturing — Information and Communication — Financial and Insurance Activities — Construction



Key findings

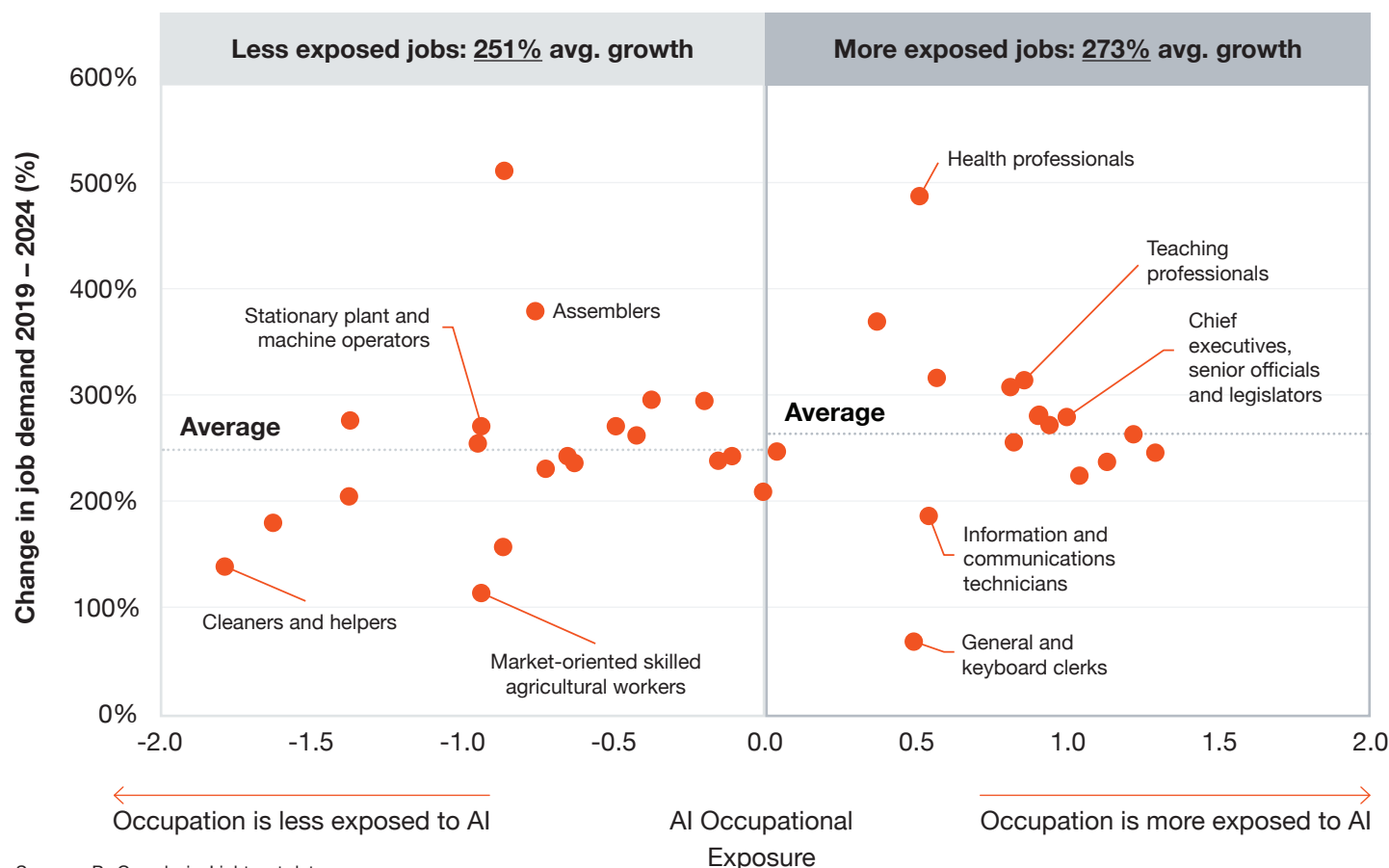
- The Information & Communication sector leads AI adoption, with AI-related job postings rising from 2.5% in 2018 to 3.8% in 2024
- Professional, Scientific, and Technical Activities has steadily increased AI integration, surpassing 2% by 2024, and becoming the second largest sector by overtaking Financial and Insurance Activities.

Notes

- We use Lightcast data for jobs postings, including associated skills and sectors

Job numbers in AI-exposed occupations have grown 273% since 2019 - including positive growth in every type of occupation

Cumulative growth rate in all job postings against exposure to AI, France, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

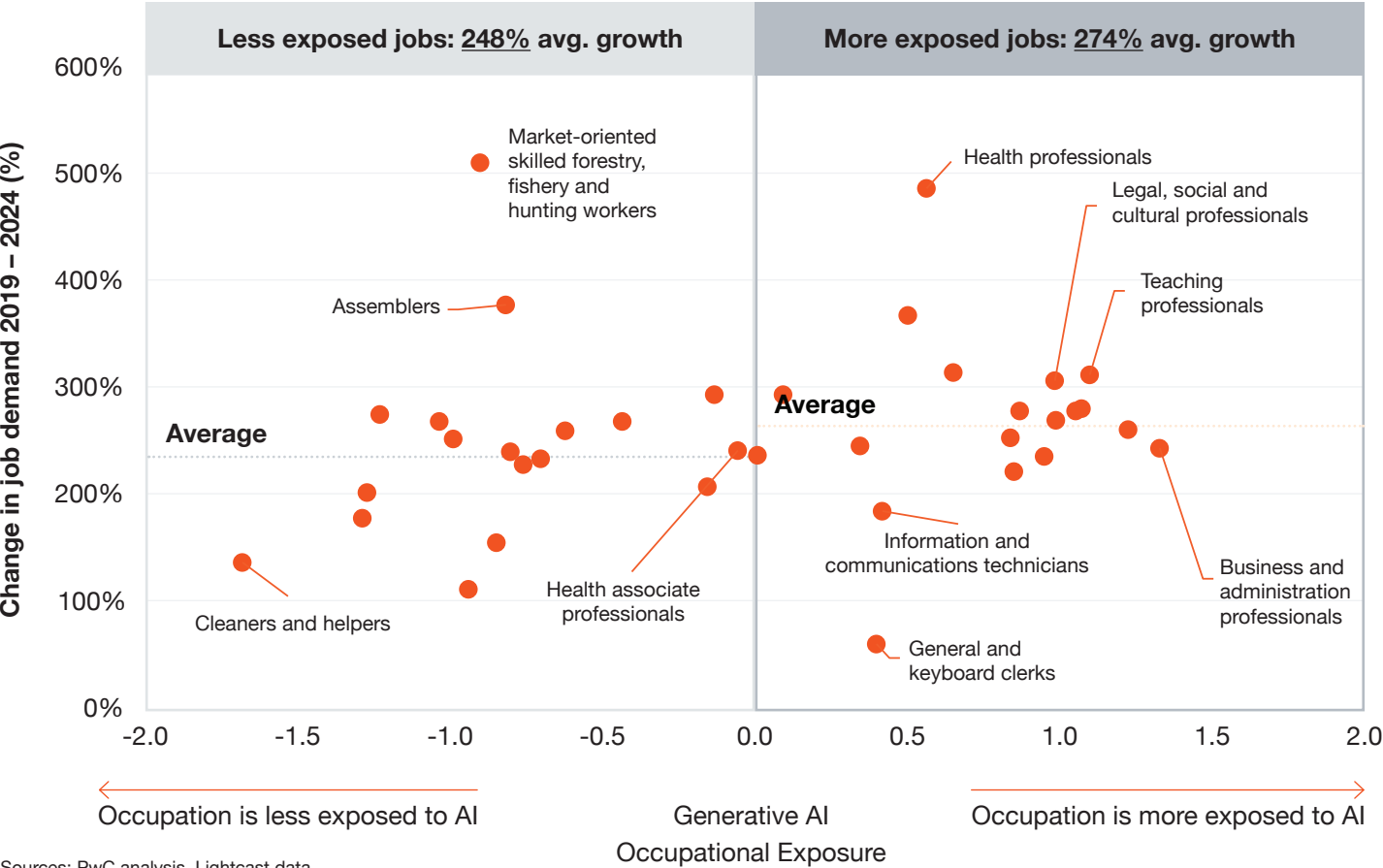
- In France, higher AI Occupation Exposure (AIOE) is linked to faster job posting growth between 2019 and 2024.
- All occupations see a positive growth rate in the postings number of job postings over this period, regardless of their AI Occupation Exposure. The average being 261%.
- Top quartile of the occupations saw an average of 266% growth rate whilst the bottom quartile saw a 249% average.

Notes

- This metric uses ISCO codes at the 2-digit level, whereas the remainder of our analysis uses the 4-digit level
- We remove all errors and observations with zeros to filter the data

Job numbers in GenAI exposed occupations have grown 274% since 2019 - including positive growth in every type of occupation

Cumulative growth rate in all job postings against the projected exposure to Generative AI, France, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

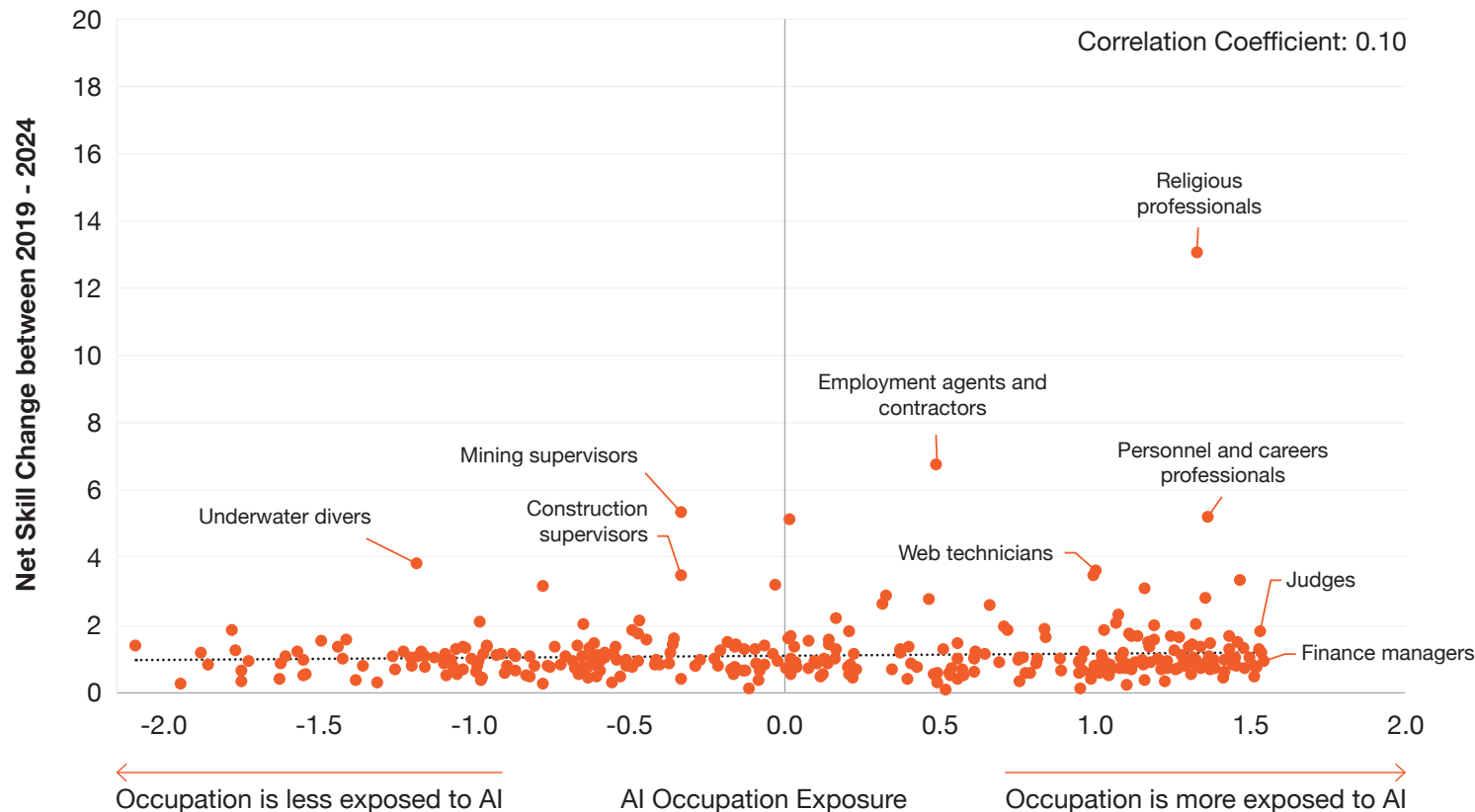
- In France, greater exposure to Generative AI (Gen-AIOE) is associated with faster job posting growth from 2019 to 2024.
- All occupations see positive growth in the number of job postings over this period

Notes

- This metric uses ISCO codes at the 2-digit level, whereas elsewhere uses the 4-digit level.
- We remove all errors and remove all observations with zeros to filter the data.

Top quartile of occupations most exposed to AI have seen a 1.34x greater change in the net skill change compared to the bottom quartile

Net change in the number of skills demanded against AI exposure, France, 2019-2024



Sources: PwC analysis, Lightcast data

Key findings

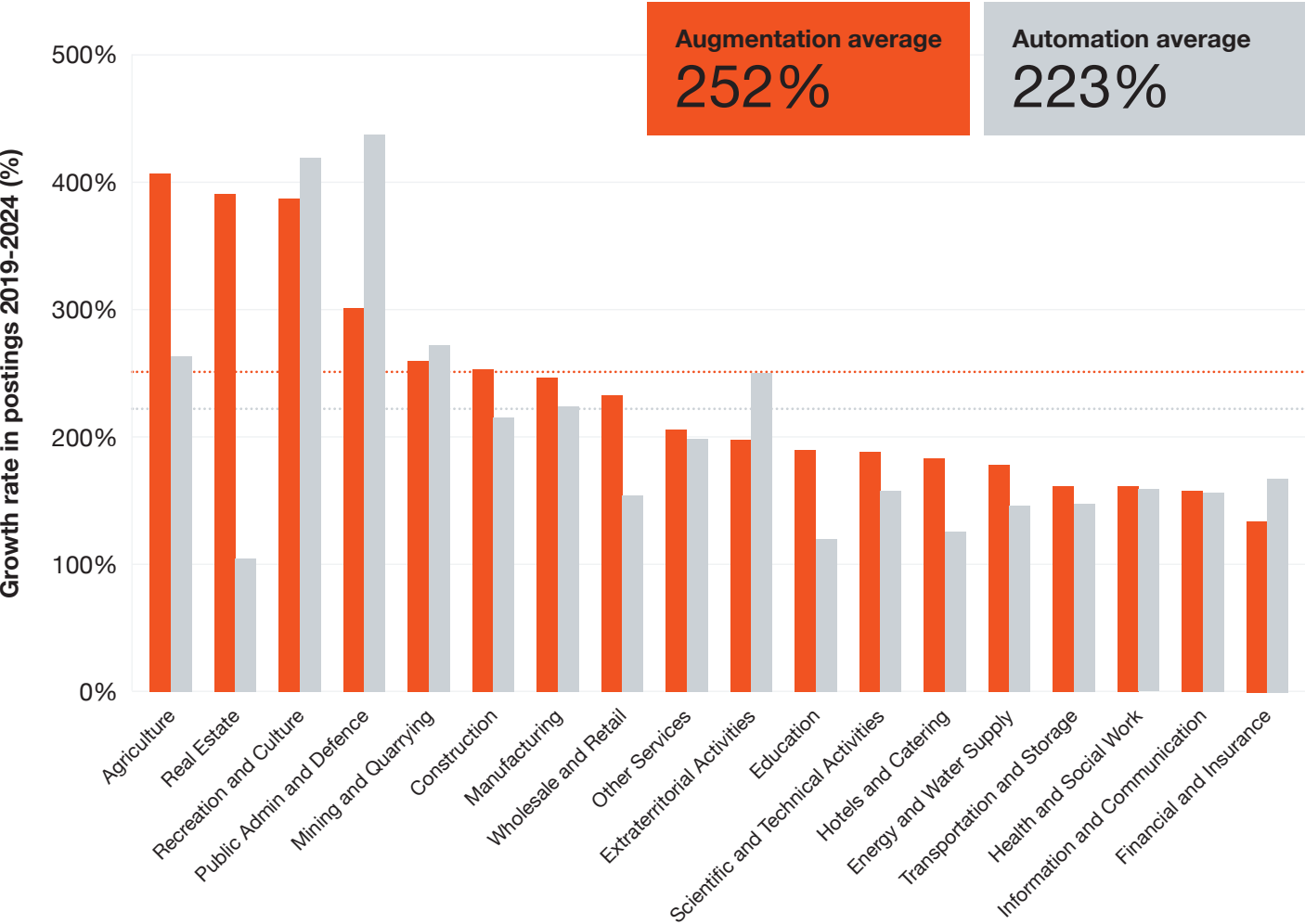
- Occupations with higher AI exposure show a positive correlation with net skill changes from 2019 to 2024.
- Occupations with low AI exposure generally show smaller net skill change with the bottom quartile experiencing and average net skill change of 1.0 compared to the top quartile's 1.3 (34% higher).
- The results suggest that AI-exposed occupations are undergoing transformation, requiring workers to reskill and upskill more frequently.

Notes

- We remove all errors and remove all observations with zeros to filter the data.
- Net skill change is measured as the change in frequency of skills required in the job posting
- Most exposed and least exposed are defined as the top and bottom quartiles

Job postings for augmented positions are growing a little faster than those for automated roles.

Growth rate in postings by sector for augmented and automated jobs, France, 2019-2024



Key findings

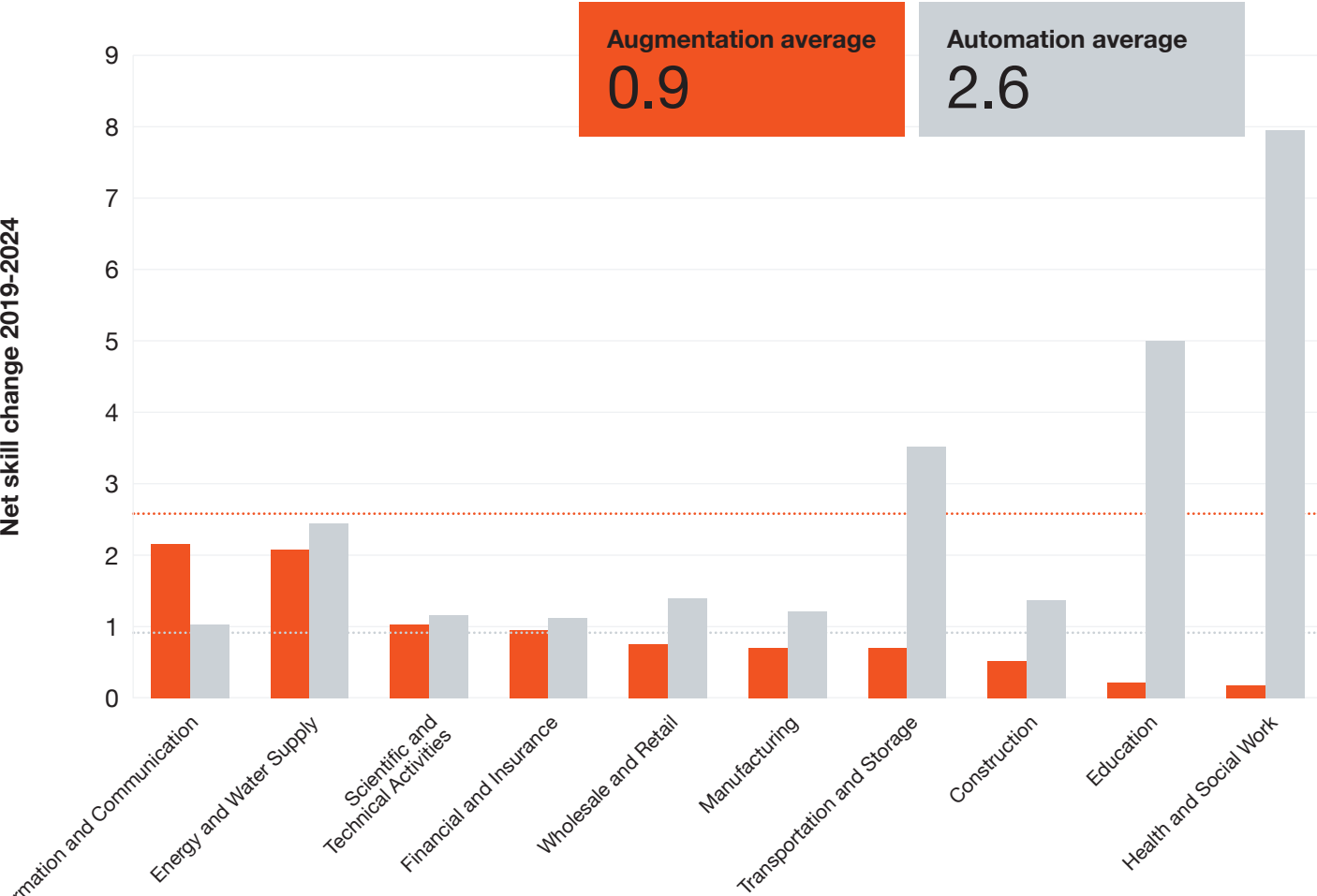
- Augmentation exposed industries saw higher job growth across almost all sectors than automation exposed jobs, reflecting demand for workers who are enhanced by AI.

Notes

- After filtering, observations are categorised by Augmented, Automated, or Neither. We remove observations labelled as Neither.
- We remove the sector labelled Unknown from the graph.

On average, net skill change is higher for automated jobs, driven largely by a significant increase in Health and Social Work

Net skill change for automated and augmented jobs by sector, France, 2019-2024



Key findings

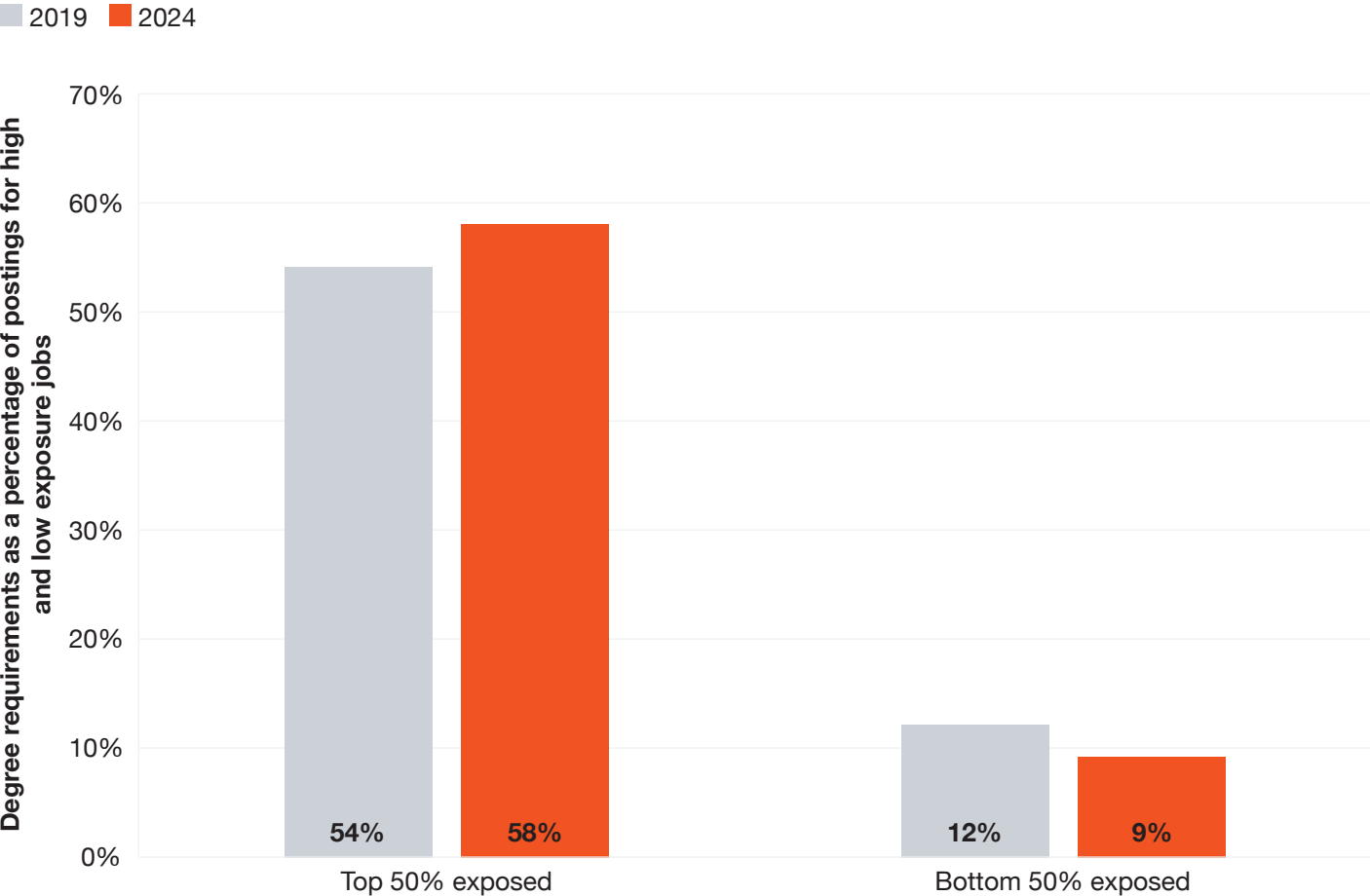
- Across sectors, automated jobs see significantly higher net skill change especially within the Education and Health and Social Work sectors.
- Information and Communication saw the highest Net Skill Change across the augmented occupations.

Notes

- After filtering, observations are categorised by Augmented, Automated, or Neither. We remove observations labelled as Neither.
- We remove the sector labelled Unknown from the graph.

Degree requirements for AI-exposed jobs have risen to 58%, while lower-exposure jobs now require degrees less often

Degree requirements for jobs with high and low AI exposure, France, 2019-2024



Key findings

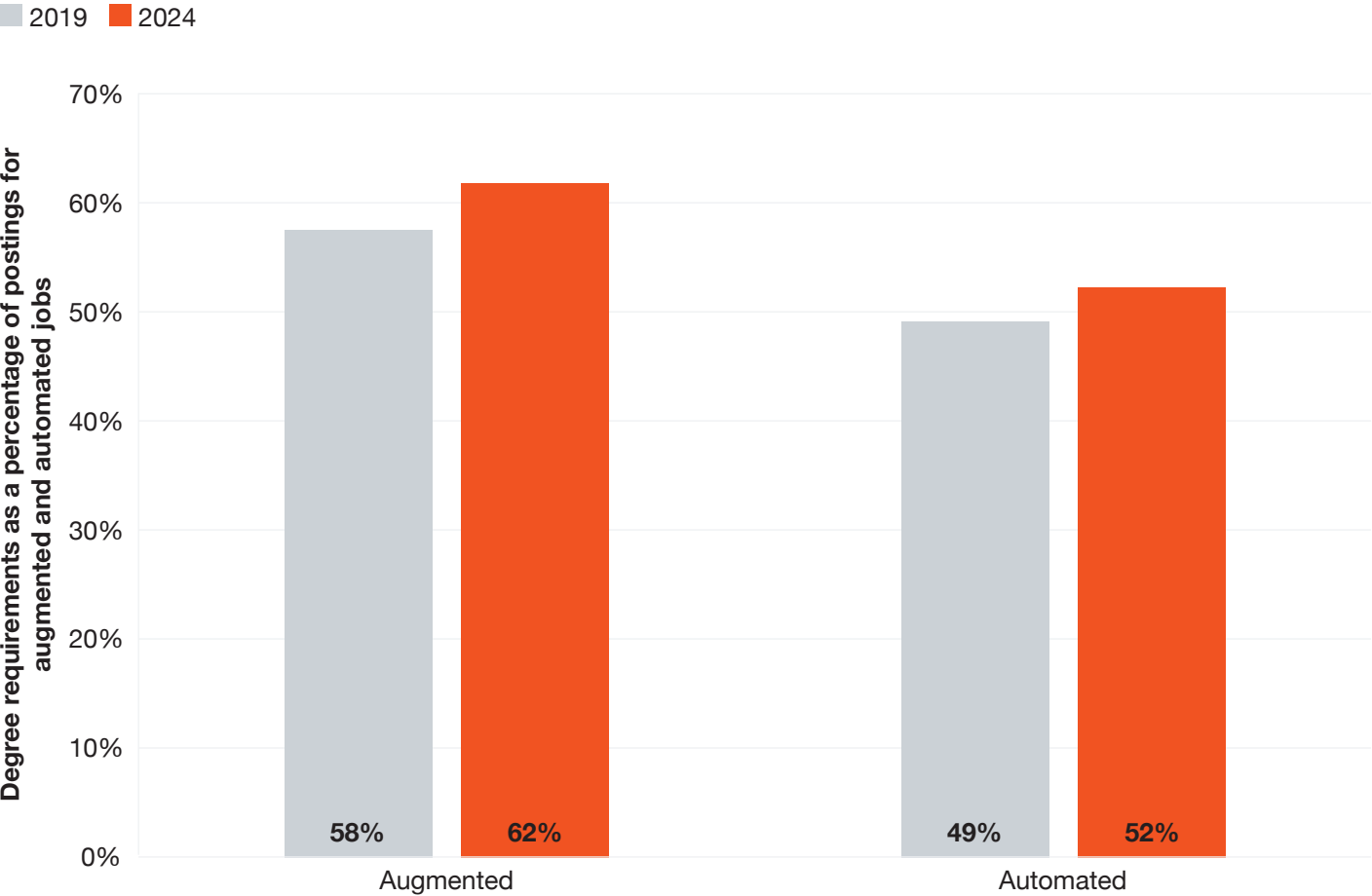
- Jobs with high AI exposure in France have seen an increase in degree requirements, rising 4pp from 54% in 2019 to 58% in 2024.
- In contrast, jobs with lower AI exposure have experienced a decline in degree requirements, dropping 3pp from 13% in 2019 to 10% in 2024.
- Therefore, the gap between high and low AI-exposure jobs has widened by 7pp, with jobs in the top half of exposure requiring a degree more than five times as often.

Notes

- Job postings are only classified as degree jobs if it is explicitly listed in the posting
- High exposure (top 50% exposed) is defined as jobs in the top half by AIOE

Degree requirements for jobs more exposed to augmentation have risen to 62%, remaining higher than requirements for automated jobs

Degree requirements for jobs more exposed to Augmentation and Automation, France, 2019-2024



Key findings

- Jobs exposed to augmentation have seen rising degree requirements between 2019 and 2024, increasing from 58% to 62% of postings.
- Similarly, jobs exposed to automation require degrees more often (52%) than they did in 2019 (49%).
- Degree requirements in France are increasing within both Augmented and Automated jobs, showing increasing reliance on formal education.

Notes

- After filtering, observations are categorised by Augmented, Automated, or Neither. We remove observations labelled as Neither.
- Job postings are only classified as degree jobs if it is explicitly listed in the posting

Due to data limitations these metrics are not presented for France

Unavailable metrics:

- Number of jobs postings relative to 2012 split by quartile AI exposure is unavailable due to data not being available from 2012

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