

7 Jobs

We estimate that more than 16 million European and American workers owe their livelihoods to a healthy transatlantic economy. These numbers include both direct and indirect employment related to investment and trade.¹ European firms are by far the most important source of “onshored” jobs in the United States, and the U.S. companies are by far the most important source of “onshored” jobs in Europe.

U.S. and European foreign affiliates are a major source of employment for all 50 U.S. states and for countries all across Europe. The transatlantic

workforce directly employed by U.S. and European affiliates totaled 9.6 million workers in 2022, the last year of available data. We estimate that this figure rose to roughly 9.9 million in 2023 (Table 1). These numbers do not include jobs supported by transatlantic trade flows, nor do they account for indirect employment effects for distributors, suppliers, and nonequity arrangements such as strategic alliances, joint ventures, and other arrangements. We estimate that those additional commercial activities supported at least another 6 million jobs, bringing the total transatlantic workforce to more than 16 million people.



U.S. foreign affiliate employment in Europe
(2023 estimates)

4.6 million

workers

European foreign affiliate employment in the U.S.
(2023 estimates)

5.3 million

workers

Table 1. Transatlantic Jobs (Thousands of employees, 2023*)

Country	U.S. Companies in Europe	European Companies in the U.S.	Total
Austria	31.4	44.2	75.6
Belgium	118.6	82.4	201.0
Czech Republic	70.5	3.2	73.7
Denmark	29.4	54.9	84.3
Finland	20.1	38.6	58.7
France	496.5	790.8	1,287.3
Germany	656.6	897.5	1,554.1
Greece	21.3	3.8	25.1
Hungary	62.9	0.5	70.4
Ireland	170.5	387.1	557.6
Italy	251.0	104.9	355.9
Luxembourg	28.6	135.7	164.3
Netherlands	230.0	636.8	866.8
Norway	37.0	9.0	48.0
Poland	239.6	1.5	241.1
Portugal	36.5	1.6	38.1
Spain	183.5	89.7	273.2
Sweden	64.5	289.1	353.6
Switzerland	98.4	411.1	509.5
United Kingdom	1,391.1	1,259.7	2,650.8
Europe	4,613.7	5,266.9	9,880.6

Source: U.S. Bureau of Economic Analysis. *2023 estimates. Majority-owned bank and non-bank affiliates.

U.S. Affiliate Employment in Europe

Since the start of this century, U.S. affiliates have added roughly 1 million more European workers to their payrolls, bringing the total to 4.5 million in 2022, the last year of complete data. That's a 22% increase. We estimate that U.S. foreign affiliates in Europe employed roughly 4.6 million workers in 2023. 62% of those workers – 2.8 million – were in the European Union.

As U.S. companies expand their worldwide operations, they are hiring workers outside of Europe at a faster pace than within Europe. This means that although absolute European employment numbers are up, Europe's share of U.S. affiliate employment globally is down. U.S. majority-owned affiliates employed 14 million workers in 2022. 32% toiled in Europe, compared to 41% at the start of the century. That said, with U.S. unemployment currently hovering around 4%, U.S. firms remain dependent on European workers to drive and grow their businesses.

U.S. affiliates employ hundreds of thousands of manufacturing workers in Europe. Roughly one-third of all manufacturing workers on the payrolls of U.S. affiliates abroad were based in Europe in 2022. U.S. affiliate employment in manufacturing in Europe totaled 1.7 million in 2022, a modest decline from 1.9 million in 2000. The key U.S. employers are transportation equipment and chemicals companies. However, the overall balance between manufacturing and services jobs is shifting toward services. Services activities accounted for roughly 60% of total U.S. foreign affiliate employment in Europe in 2022. Wholesale employment was among the largest sources of services-related employment, which includes jobs in logistics, trade, insurance and other related functions.

Most employees of U.S. operations in Europe are based in the United Kingdom, Germany and France. U.S. affiliates in Europe directly employed 1.35 million people in the UK, 638,000 in Germany, and 482,000 in France in 2022. Eight of every ten U.S. affiliate employees in the UK work in services (1.07 million). The U.S. affiliate manufacturing workforce in the UK fell from 431,000 in 2000 to 278,000 in 2022. U.S. affiliate jobs in Germany skew the other direction: 56% (355,000) of German employees of U.S. companies work in manufacturing, 44% (238,000) in services. Two-thirds of French employees working for U.S. companies are in services (322,000). One-third, or 160,000, are in manufacturing – a decline from 249,000 in 2000.

The country composition of U.S. affiliate employment continues to evolve, as firms adjust their supply chains to take advantage of the enlarged European Single Market and respond to external shocks, such as Brexit. Poland has been a significant winner: 233,000 Poles worked for U.S. affiliates in Poland in 2022. That was more than U.S. affiliate employment in Spain of 178,000. Because U.S. affiliate employment in manufacturing in Poland has tripled in the past two decades, the manufacturing-services employment balance in Poland resembles that of Germany: 58% (136,000) of Polish employees of U.S. companies work in manufacturing, 42% (97,000) work in services.

European Affiliate Employment in the United States

European majority-owned affiliates directly employed 5.1 million U.S. workers in 2022, the last year of available data. We estimate that this number rose to 5.3 million in 2023. The top five European employers in the U.S. were firms from the UK (1.2 million), Germany (871,000), France (769,000), the Netherlands (618,000) and Switzerland (399,000). European firms employed roughly two-thirds of all U.S. workers on the payrolls of majority-owned foreign affiliates in 2022. In that year, European affiliates employed nearly 500,000 workers in California alone, another 400,000 in Texas, 390,000 in New York, and a quarter million workers in Pennsylvania.

UK firms were the largest sources of onshored jobs in 19 U.S. states in 2022. Japanese companies led in 11 states, Canadian enterprises in 9 states, Dutch firms in 7 states, and German companies in 3 states. French firms led in 2 states.

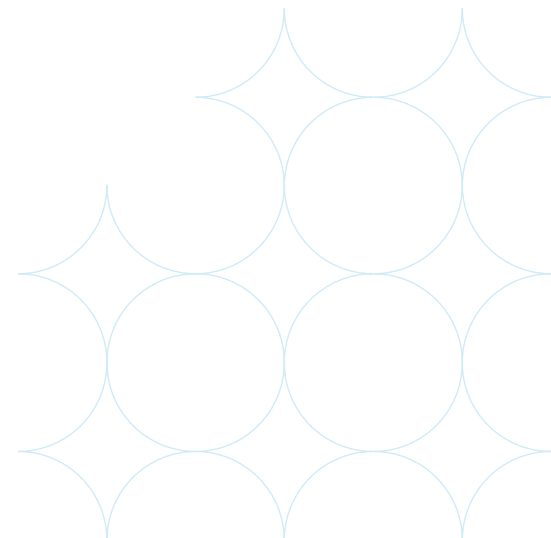
The presence of European affiliates in many states and communities across the United States has helped to improve America's jobs picture. The more European firms embed in local communities around the nation, the more they tend to generate jobs and income for U.S. workers, increase sales for local suppliers and businesses, expand revenues for local communities, and encourage capital investment and R&D expenditures for the United States.

Table 2. Ranking of U.S. States and Territories by Jobs Supported Directly by European Investment (Thousands of Employees)

		2020	2021	2022			2020	2021	2022
	Total	4,792.80	4,869.50	5,113.50	27	Louisiana	47.5	45.1	47.4
1	California	459.7	461.3	492.7	28	Oregon	46.9	44.4	44.3
2	Texas	389.7	388.8	399.2	29	Kansas	41.4	42.2	43.2
3	New York	359	358.5	390.3	30	Oklahoma	38.7	38.4	40
4	Pennsylvania	241.9	242.8	253.1	31	New Hampshire	34.9	37.6	37.3
5	Illinois	222.7	223.2	238.4	32	Iowa	34.1	35.7	37.2
6	Florida	208.7	215.4	236.2	33	Utah	33.5	41.4	37
7	North Carolina	202.4	207.8	220.8	34	Nevada	32.5	33.3	36.3
8	New Jersey	192.5	198.4	207.9	35	Arkansas	28.3	31.3	30.4
9	Michigan	200.1	200.2	204.5	36	Rhode Island	24.6	24.6	26.3
10	Massachusetts	159.3	163.8	170.7	37	Delaware	21.4	22	25.6
11	Ohio	160.4	159.9	167.4	38	Maine	24.2	23.2	24.2
12	Georgia	151.9	156.9	161.7	39	Mississippi	22.1	22.5	23
13	Virginia	148.1	152.3	160.6	40	Nebraska	17.5	17.5	18
14	Indiana	114.8	119.2	126.5	41	District of Columbia	15.7	15.6	15.9
15	South Carolina	110.7	115	124.3	42	West Virginia	13.9	15.1	15.9
16	Tennessee	115.1	112.7	121.8	43	Idaho	13.2	13.4	14.3
17	Maryland	87.9	93.5	97.1	44	Puerto Rico	14.5	15	14.1
18	Minnesota	93.3	91	94.7	45	Other U.S. areas	13.7	19.6	12.2
19	Missouri	93.2	87.8	93.4	46	New Mexico	11.3	11.2	11.9
20	Connecticut	84.7	87	88.1	47	Hawaii	12.7	11.6	11.2
21	Wisconsin	80.9	81.8	85.9	48	Vermont	9.6	8.7	9.5
22	Washington	79.3	80.3	84.9	49	Wyoming	5.2	5.1	6.5
23	Arizona	73.1	80.5	83	50	South Dakota	5.6	5.6	6
24	Colorado	69	72.9	75	51	Montana	5.7	4.8	5.2
25	Kentucky	60.1	60.9	63.9	52	Alaska	4.4	5.1	5
26	Alabama	54.2	53.1	58.8	53	North Dakota	5.3	5	4.8

Source: U.S. Bureau of Economic Analysis. Data as of January 2025.

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Note

¹ Jobs related to foreign investment is based on data from the U.S. Bureau of Economic Analysis. For methodology related to jobs from trade, please see the Appendix.