



Workforce size, pay:

France: Europe's Rooster, Leading... from the Bottom

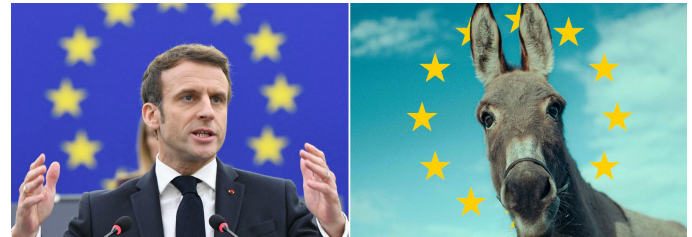


Within the customs union...

Trade policy is the responsibility of the European Union since the beginning of European integration. In the present case, there is a European customs union since the Treaty of Rome.

This is why customs duties are the same across the European customs territory.

Moreover, during trade negotiations, the representation of Member States is carried out under the authority of the European Union.



We despair when we look at ourselves...
... and panic when we compare ourselves!

Is everything dealt with in Brussels, then? No, each state is sovereign when in organizing its own administration.

A comparison of the situation across the 27 countries, it is remarkable that employment policies and remuneration vary from one country to another!



... A comparison of workforce size and remuneration is necessary!

This document presents the results generated by AI (Artificial Intelligence). We do not guarantee that the data, which seem to have been compiled for 2023, 2024 and 2025, are accurate.

However, we can confirm that regarding the data that are harder to establish, such as remuneration, workforce size or flows, we have asked each of the 27 Member States exactly the same question.

And the AI's answers seem to be in line with reality if we take into account the consolidated data we have for some countries, including ours.

A margin of error may exist between these data and reality.

Moreover, some projections may have little relevance, considering organization, operational reality or state structures differences between the countries compared.



Compared to EU standards, French customs officers are exploited!

However, it is clear enough to be undeniable that the following are well below European standards:

- French customs officers' remuneration
- As well as the size of the French customs workforce.

Beyond official statements, the personnel of our administration should keep in mind the lack of consideration they face.

With wages and workforce size at their lowest levels, while our country's customs situation differs from the rest of the European Union, especially because of our maritime and overseas territories, it is very likely that French customs officers (excluding senior management) work in the worst conditions for the lowest salaries in the EU.

Paris, March 26, 2026



Comparison of Basic Monthly Salaries in the EU: Synoptic Table

Countries	Salary of an entry-level customs officer						Minimum wage across all sectors						Salary of a French customs officer based on the country ratio			
	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)	
	Minimum at the start of the career		Maximum at the end of the career		Average between 1 and 2		Statutory or observed		Ratio to entry-level minimum wage		Ratio to minimum wage at maximum seniority		At the start of the career		At the end of the career	
	Value	EU ranking	Value	EU ranking	Value	EU ranking	Value	EU ranking	Value	EU ranking	Value	EU ranking	Value	EU ranking	Value	EU ranking
France	€1,750.00	10th	€2,500.00	12th	€2,100.00	11th	€1,747.20	8th	1	26-27th	1.43	26th	€1,750.00	26th	€2,498.50	26th
Germany	€2,400.00	4th	€3,200.00	5th	€2,800.00	5th	€1,950.00	3rd	1.23	16th	1.64	24th	€2,149.05	16th	€2,865.41	24th
Austria	€2,200.00	5th	€3,200.00	6th	€2,700.00	6th	€1,500.00	10th	1.47	9th	2.13	13th	€2,568.38	9th	€3,721.54	13th
Belgium	€2,000.00	7th	€3,000.00	7th	€2,500.00	8th	€1,725.00	9th	1.16	19th	1.74	21st	€2,026.75	19th	€3,040.13	21st
Bulgaria	€510.00	26th	€820.00	27th	€665.00	27th	€400.00	27th	1.27	13th	2.05	15th	€2,218.94	13th	€3,581.76	15th
Cyprus	€1,200.00	16th	€1,700.00	19th	€1,450.00	19th	€1,000.00	13th	1.2	17th	1.7	22nd	€2,096.64	17th	€2,970.24	22nd
Croatia	€730.00	24th	€1,130.00	24th	€930.00	24th	€560.00	24th	1.3	12th	2.02	16th	€2,271.36	12th	€3,529.34	16th
Denmark	€3,350.00	1st	€3,750.00	4th	€3,550.00	2nd	€2,680.00	1st	1.25	14th	1.4	27th	€2,184.00	14th	€2,446.08	27th
Spain	€1,500.00	12th	€2,500.00	11th	€2,000.00	12th	€1,000.00	14th	1.5	7th	2.5	5th	€2,620.80	7th	€4,368.00	5th
Estonia	€1,200.00	17th	€1,800.00	17th	€1,500.00	17th	€725.00	20th	1.65	4th	2.48	8th	€2,882.88	4th	€4,333.06	8th
Finland	€2,100.00	6th	€3,000.00	8th	€2,550.00	7th	€1,800.00	5th	1.17	18th	1.67	23rd	€2,044.22	18th	€2,917.82	23rd
Greece	€1,100.00	19th	€1,600.00	20th	€1,350.00	20th	€760.00	16th	1.45	10th	2.1	14th	€2,533.44	10th	€3,669.12	14th
Hungary	€650.00	25th	€1,100.00	25th	€875.00	25th	€600.00	22nd	1.08	24th	1.83	19th	€1,886.98	24th	€3,197.38	19th
Ireland	€2,500.00	3rd	€3,900.00	3rd	€3,200.00	4th	€1,774.00	7th	1.41	11th	2.2	12th	€2,463.55	11th	€3,843.84	12th
Italy	€1,500.00	13th	€3,000.00	9th	€2,250.00	9th	€1,200.00	12th	1.25	15th	2.5	6th	€2,184.00	15th	€4,368.00	6th
Latvia	€900.00	21st	€1,500.00	21st	€1,200.00	21st	€500.00	25th	1.8	2nd	3	2nd	€3,144.96	2nd	€5,241.60	2nd
Lithuania	€1,100.00	20th	€2,000.00	16th	€1,550.00	16th	€730.00	19th	1.51	6th	2.74	3rd	€2,638.27	6th	€4,787.33	3rd
Luxembourg	€2,700.00	2nd	€5,500.00	1st	€4,200.00	1st	€2,387.59	2nd	1.13	21st	2.3	11th	€1,974.34	21st	€4,018.56	11th
Malta	€1,750.00	11th	€2,300.00	13th	€1,925.00	13th	€925.00	15th	1.89	1st	2.49	7th	€3,302.00	1st	€4,350.53	7th
Netherlands	€2,000.00	8th	€5,000.00	2nd	€3,500.00	3rd	€1,934.00	4th	1.03	25th	2.58	4th	€1,799.62	25th	€4,507.78	4th
Poland	€850.00	23rd	€1,500.00	22nd	€1,175.00	22nd	€750.00	18th	1.13	22nd	2	17th	€1,974.34	22nd	€3,494.40	17th
Portugal	€1,200.00	18th	€1,800.00	18th	€1,500.00	18th	€760.00	17th	1.58	5th	2.37	9th	€2,760.58	5th	€4,140.86	9th
Romania	€500.00	27th	€900.00	26th	€700.00	26th	€450.00	26th	1.11	23rd	2	18th	€1,939.39	23rd	€3,494.40	18th
Slovakia	€1,260.00	15th	€2,280.00	14th	€1,770.00	15th	€725.00	21st	1.74	3rd	3.14	1st	€3,040.13	3rd	€5,486.21	1st
Slovenia	€1,400.00	14th	€2,200.00	15th	€1,800.00	14th	€1,203.00	11th	1.16	20th	1.83	20th	€2,026.75	20th	€3,197.38	20th
Sweden	€1,800.00	9th	€2,700.00	10th	€2,250.00	10th	€1,800.00	6th	1	26th-27th	1.5	25th	€1,750.00	27th	€2,620.80	25th
Czech Rep.	€900.00	22nd	€1,400.00	23rd	€1,150.00	23rd	€600.00	23rd	1.5	8th	2.33	10th	€2,620.80	8th	€4,070.98	10th
EU average	€1,520.37	-	€2,417.78	-	€1,968.15	-	€1,192.07	-	1.33	-	2.14	-	€2,327.86	-	€3,731.89	-
French equivalent	-	-	-	-	-	-	-	-	(9) €2,323.78	-	(10) €3,739.01	-	-	-	-	-

Note: data compiled for 2023, 2024 and 2025:

1 Minimum salary of a first-level customs officer at entry-level (equivalent to an Agent de Constatation in France) at the start of the career (the AI uses the generic term 'customs officer')

2 Maximum salary of a highly experienced first-level customs officer at entry-level (equivalent to an Agent de Constatation in France) (the AI uses the generic term 'customs officer')

3 Average remuneration between 1 and 2

4 Minimum wage (legal or observed in the labor market)

5 Entry-level ratio to the national minimum wage (EU average: 1.33). → France is €520 below the EU average.

6 Maximum seniority ratio to the national minimum wage (EU average: 2.14). → France is €1,240 below the EU average.

7 Monthly salary of a French customs officer at the beginning of his career based on the pay standards of the country in question.

8 Monthly salary of a French customs officer at the end of his career based on the pay standards of the country in question.

9 Monthly salary of a French customs officer at the beginning of his career based on the EU average ratio to the minimum wage: €2,323.78

10 Monthly salary of a French customs officer at the end of his career based on the EU average ratio to the minimum wage: €3,739.01



Comparison of customs staffing levels in the EU: Synoptic Table

Countries	Based on the population						Based on the flow of goods				Based on the flow of passengers			
	(11)		(12)		(13)		(14)		(15)		(16)		(17)	
	Customs workforce		Number of people		Customs workforce in France based on the country's ratio		Flows of goods from third countries		Customs workforce in France based on the country's ratio		Flows of international travellers		Customs workforce in France based on the country's ratio	
	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking	Value	2 ¹ ₃ EU ranking
France	16,500 ag ^{ts}	4th	67,500,000 inhab.	2nd	16,500 ag ^{ts}	24th	150.0 M ^o tpy	5th	16,500 ag ^{ts}	19th	90 M ^o pax	2nd	16,500 ag ^{ts}	17th
Germany	48,000 ag ^{ts}	2nd	84,000,000 inhab.	1st	38,571 ag ^{ts}	11th	400.0 M ^o tpy	1st	18,000 ag ^{ts}	17th	37.4 M ^o pax	6th	115,508 ag ^{ts}	3rd
Austria	1,750 ag ^{ts}	20th	9,100,000 inhab.	13th	12,981 ag ^{ts}	26th	17.0 M ^o tpy	15th	15,441 ag ^{ts}	20th	46.7 M ^o pax	5th	3,372 ag ^{ts}	26th
Belgium	3,300 ag ^{ts}	13th	12,000,000 inhab.	8th	18,562 ag ^{ts}	23rd	170.0 M ^o tpy	4th	2,912 ag ^{ts}	27th	9.6 M ^o pax	17th	30,937 ag ^{ts}	13th
Bulgaria	3,300 ag ^{ts}	14th	6,700,000 inhab.	15th	33,246 ag ^{ts}	14th	10.0 M ^o tpy	20th	49,500 ag ^{ts}	6th	5.8 M ^o pax	20th	51,207 ag ^{ts}	8th
Cyprus	400 ag ^{ts}	26th	1,300,000 inhab.	25th	20,769 ag ^{ts}	21st	2.2 M ^o tpy	263rd	27,273 ag ^{ts}	14th	6.3 M ^o pax	19th	5,714 ag ^{ts}	25th
Croatia	2,500 ag ^{ts}	16th	3,700,000 inhab.	20th	45,608 ag ^{ts}	8th	13.0 M ^o tpy	18th	28,846 ag ^{ts}	13th	21.8 M ^o pax	10th	10,321 ag ^{ts}	24th
Denmark	1,000 ag ^{ts}	22nd	5,900,000 inhab.	16th	11,441 ag ^{ts}	27th	35.0 M ^o tpy	10th	4,286 ag ^{ts}	26th	33 M ^o pax	8th	2,727 ag ^{ts}	27th
Spain	17,000 ag ^{ts}	3rd	47,800,000 inhab.	4th	24,006 ag ^{ts}	19th	130.0 M ^o tpy	6th	19,615 ag ^{ts}	16th	96.8 M ^o pax	1st	15,806 ag ^{ts}	18th
Estonia	1,100 ag ^{ts}	21st	1,300,000 inhab.	24th	57,115 ag ^{ts}	5th	5.5 M ^o tpy	24th	30,000 ag ^{ts}	11th	3.7 M ^o pax	22nd	26,757 ag ^{ts}	15th
Finland	2,000 ag ^{ts}	18th	5,500,000 inhab.	17th	24,545 ag ^{ts}	18th	20.0 M ^o tpy	14th	15,000 ag ^{ts}	22nd	5.1 M ^o pax	21st	35,294 ag ^{ts}	10th
Greece	4,000 ag ^{ts}	12th	10,300,000 inhab.	12th	26,214 ag ^{ts}	17th	30.0 M ^o tpy	11th	20,000 ag ^{ts}	15th	33.1 M ^o pax	7th	10,876 ag ^{ts}	22nd
Hungary	7,000 ag ^{ts}	8th	9,000,000 inhab.	14th	52,500 ag ^{ts}	6th	12.0 M ^o tpy	19th	87,501 ag ^{ts}	2nd	20 M ^o pax	12th	31,500 ag ^{ts}	11th
Ireland	7,000 ag ^{ts}	9th	5,300,000 inhab.	18th	89,000 ag ^{ts}	1st	10.0 M ^o tpy	21st	105,000 ag ^{ts}	1st	11.5 M ^o pax	15th	54,783 ag ^{ts}	6th
Italy	78,000 ag ^{ts}	1st	60,300,000 inhab.	3rd	87,313 ag ^{ts}	2nd	200.0 M ^o tpy	2nd	58,500 ag ^{ts}	4th	60 M ^o pax	3rd	117,000 ag ^{ts}	2nd
Latvia	800 ag ^{ts}	24th	1,700,000 inhab.	23rd	31,765 ag ^{ts}	15th	7.0 M ^o tpy	23rd	17,143 ag ^{ts}	18th	2.8 M ^o pax	24th	25,714 ag ^{ts}	16th
Lithuania	2,000 ag ^{ts}	19th	2,600,000 inhab.	21st	51,923 ag ^{ts}	7th	10.0 M ^o tpy	22nd	30,000 ag ^{ts}	12th	1.5 M ^o pax	26th	120,000 ag ^{ts}	1st
Luxembourg	400 ag ^{ts}	27th	700,000 inhab.	26th	38,571 ag ^{ts}	12th	4.0 M ^o tpy	25th	15,000 ag ^{ts}	21st	1.3 M ^o pax	27th	27,692 ag ^{ts}	14th
Malta	600 ag ^{ts}	25th	580,000 inhab.	27th	69,828 ag ^{ts}	3rd	1.7 M ^o tpy	27th	52,941 ag ^{ts}	5th	3.6 M ^o pax	23rd	15,000 ag ^{ts}	19th
Netherlands	6,000 ag ^{ts}	10th	17,800,000 inhab.	7th	22,753 ag ^{ts}	20th	170.0 M ^o tpy	3rd	5,294 ag ^{ts}	25th	51 M ^o pax	4th	10,588 ag ^{ts}	23rd
Poland	11,300 ag ^{ts}	6th	37,500,000 inhab.	5th	20,340 ag ^{ts}	22nd	50.0 M ^o tpy	8th	33,900 ag ^{ts}	10th	20 M ^o pax	11th	50,850 ag ^{ts}	9th
Portugal	10,130 ag ^{ts}	7th	10,500,000 inhab.	10th	65,121 ag ^{ts}	4th	40.0 M ^o tpy	9th	37,987 ag ^{ts}	8th	29 M ^o pax	9th	31,438 ag ^{ts}	12th
Romania	11,500 ag ^{ts}	5th	19,500,000 inhab.	6th	39,808 ag ^{ts}	9th	25.0 M ^o tpy	12th	69,000 ag ^{ts}	3rd	13.6 M ^o pax	14th	76,103 ag ^{ts}	5th
Slovakia	3,000 ag ^{ts}	15th	5,300,000 inhab.	19th	38,207 ag ^{ts}	13th	13.0 M ^o tpy	17th	34,615 ag ^{ts}	9th	2.4 M ^o pax	25th	112,500 ag ^{ts}	4th
Slovenia	900 ag ^{ts}	23rd	2,100,000 inhab.	22nd	28,928 ag ^{ts}	16th	15.0 M ^o tpy	16th	9,000 ag ^{ts}	23rd	6.5 M ^o pax	18th	12,461 ag ^{ts}	21st
Sweden	2,500 ag ^{ts}	17th	11,500,000 inhab.	9th	14,674 ag ^{ts}	25th	60.0 M ^o tpy	7th	6,250 ag ^{ts}	24th	15.7 M ^o pax	13th	14,331 ag ^{ts}	20th
Czech Rep.	6,000 ag ^{ts}	11th	10,400,000 inhab.	11th	38,942 ag ^{ts}	10th	20.0 M ^o tpy	13th	45,000 ag ^{ts}	7th	10.2 M ^o pax	16th	52,941 ag ^{ts}	7th
Total EU	247,980 ag^{ts}	-	449,880,000 inhab.	-	[1,019,231 ag ^{ts}]	-	1620.4 M^o tpy	-	[854,504 ag ^{ts}]	-	638.4 M^o pax	-	[1,077,920 ag ^{ts}]	-
EU average (total / 27)	[9,184 ag ^{ts}]	-	[16,662,222 inhab.]	-	37,749 ag^{ts}	-	[60.01 M ^o tpy]	-	31,648 ag^{ts}	-	[23.6 M ^o pax]	-	39,923 ag^{ts}	-

Note: data compiled for 2023, 2024 et 2025:

11 Customs workforce (across different countries, those in charge of carrying out customs duties are not necessarily part of structures comparable to the DGDDI in France. The AI seems to incorporate this organizational diversity in its assessment, but with a margin of error).

12 Population

13 French workforce based on applying the population ratio of the country in question (countries with lower staffing levels than France, but with different geographical characteristics and fewer third country borders).

14 Flows of goods from third countries (in million tonnes per year, reference year: 2022).

15 French workforce based on applying third-country flows of goods ratio of the country in question (for some countries, the figure is very low, it may be explained by their geographical position or the fact that they have major ports where goods bound for other European countries are recorded without being counted for national customs purposes).

16 Flows of international visitors (latest available data, generally for 2025).

17 French workforce based on applying the international visitor numbers ratio of the country in question.

Topics	Details
Remuneration	<p>We asked the Artificial Intelligence about the remuneration of a low-ranking customs officer which would be an 'Agent de Constatation' (AC) in France. The AI uses the term 'Customs Officer' and identifies three levels of remuneration: entry-level, mid-level and experienced. Our table shows the minimum and the maximum wage levels, as well as their average.</p> <p>The AI provides gross monthly remuneration figures, probably based on general and publicly available data, such as pay scales or extra monthly salaries in countries where this applies.</p> <p>The allowance component is also , probably not properly addressed, but the point is that the salaries of the 27 Member States are evaluated according to the same principles. Therefore, even if the figures are not perfectly accurate, the proportional differences between them, especially regarding minimum salaries, are probably close to reality.</p> <p>Based on available consolidated data available for some countries, we can estimate the level of customs officers remuneration across the Member States of the European Union.</p> <p>Career progression, which is not accounted for, may bias the results. Indeed, unlike in France, where moving from the entry-level category to the next one is extremely restricted because of a particular internal promotion system (Liste d'aptitude : eligibility list – LA), some other countries are much more generous in providing greater career opportunities.</p> <p>Therefore, the majority of customs officers do not finish their career in the same category or position in which they were recruited, unlike in France.</p>
Minimum wage	In countries where minimum wages do not legally exist , we rely on the data provided by the AI on the minimum wages observed on the labor market (often determined by professional sectors).
Flows of goods and people from third countries	For each country, the AI indicates that its results are based on data provided by states and international reference organizations .
Staff levels	<p>Considering staff levels, the AI includes everyone carrying out customs missions, regardless of their organizational system, which may be different from and not comparable to the French General Directorate of Customs and Indirect Taxes (DGDDI).</p> <p>This is the case in Italy, for example, where 78,000 agents carrying out customs duties are recorded although all of them are not considered 'full customs officers' according to the French organizational structure.</p> <p>In other cases, such as Germany, the organizational structure is more comparable, but the Customs administration carries out additional tasks (1,500 agents work on undeclared employment).</p> <p>In some other countries, differences in how trade flows are handled can also impact staffing levels.</p> <p>However, despite some ambiguities, data are too significant to ignore their findings.</p>



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