

At the end of 2019, more than 21,000 women were working in the private sector, accounting for 40% of the 53,091 private-sector employees. The majority of female employees live in France, are younger than their male counterparts, and work in smaller businesses.

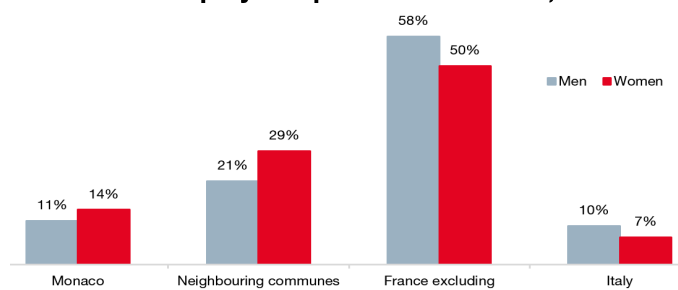
Women live closer to their place of work and are younger

The distance employees live from their place of work varies significantly by gender: in 2019, female employees tended to live nearer to work than their male counterparts, with 43% living in Monaco or a neighbouring commune (Beausoleil, Cap d’Ail, La Turbie and Roquebrune-Cap Martin) compared with 32% of men. The majority of male employees live outside the neighbouring communes.

The top three nationalities are the same regardless of sex: French nationals make up the majority (63%), followed by Italian (15%) and Portuguese (7%) nationals.

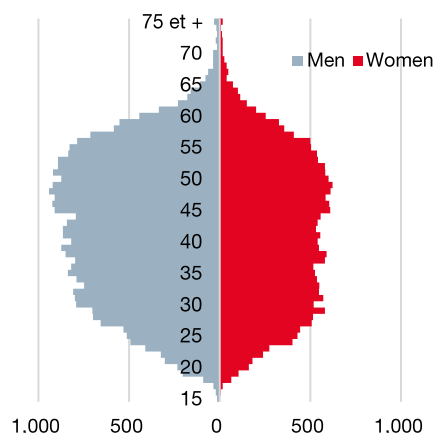
The mean age is also quite similar for both sexes, although it is slightly higher among men at an average of 42.2 years compared with 41.6 years for women. Proportionally, women are more likely than men to fall into the 25–34 age group (25% compared with 22%) and are less well represented in older age groups.

FIGURE 1: Employees’ place of residence, 2019



Sources : Social Services Compensation Fund, Monaco Statistics

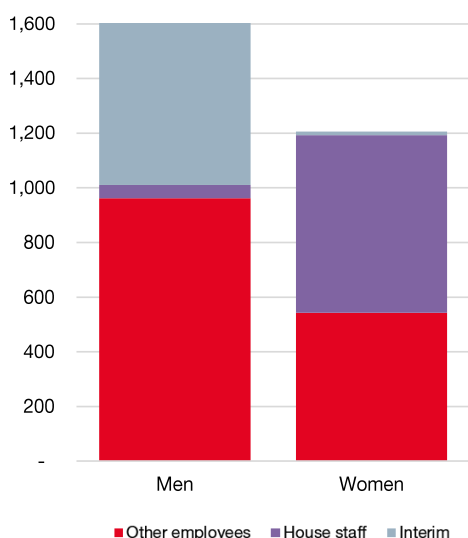
FIGURE 2: Population pyramid for employees, 2019



Sources : Social Services Compensation Fund, Monaco Statistics

94% of female employees have just one job

FIGURE 3: Gender breakdown of employees with several jobs, 2019



Sources : Social Services Compensation Fund, Monaco Statistics

Of the more than 53,000 employees working in the private sector, around 2,800 (5.3%), including approximately 1,200 women, have several jobs.

More than half of these women are employed by householders; some have up to nine different employers. Domestic staff are overwhelmingly women (80%). The sector accounts for 9% of private-sector employees in the Principality.

While nearly 80% of female employees are French or Italian, 60% of those with several jobs are of a different nationality (primarily Portuguese or Filipino).

More than a third of men who have several jobs are employed by temporary employment agencies and some have up to seven employers. Temporary employment agencies employ 14% of male employees and 4% of female employees.

Due to their specific nature, these two categories of employee (domestic staff and temporary staff) are excluded from the data given in the remainder of this publication.

Five of the 12 major economic sectors (MES) are gender-balanced

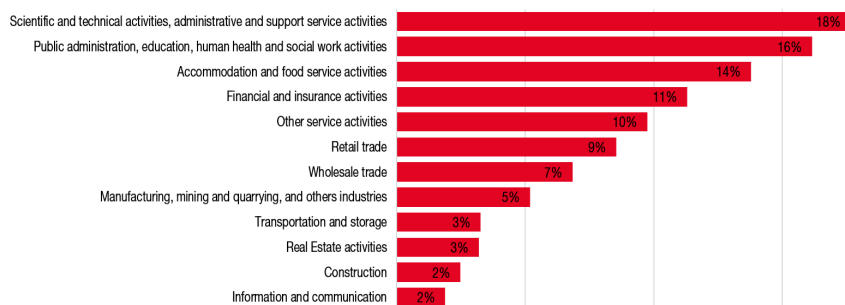
The Principality's leading sector in terms of employment, scientific and technical activities, administrative and support service activities, is also the leading employer of women (more than 3,000 employees) and is a gender-balanced sector with women accounting for 47% of the workforce.

Driven by hospital activities, the administration, education, health and social work MES is dominated by women (seven in ten employees are female).

While only a tenth of employees in the construction sector are women, in manufacturing, mining and quarrying and others industries, real estate activities, accommodation and food service activities, transportation and storage, and information and communication, they account for between 25% and 37% of all staff.

The financial and insurance activities, retail trade, wholesale trade and other service activities are all fairly well balanced in terms of the male-to-female ratio.

FIGURE 4: Breakdown by MES of women employed in the private sector



Interpretation : 18% of women employed (excluding house staff and interim) work in Scientific and technical activities, administrative and support service activities.

Sources : Social Services Compensation Fund, Monaco Statistics

Table 1: Proportion of women by MES

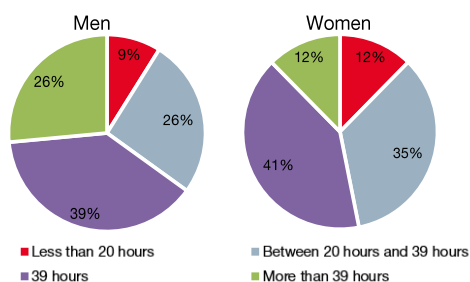
MES	Number of employees	Share of women
Public administration, education, human health and social work activities	4 184	71%
Retail trade	2 946	54%
Financial and insurance activities	3 983	52%
Wholesale trade	2 586	49%
Other service activities	3 762	48%
Scientific and technical activities, administrative and support service activities	6 937	47%
Manufacturing, mining and quarrying, and others industries	2 623	37%
Real Estate activities	1 640	36%
Accommodation and food service activities	8 166	31%
Transportation and storage	2 098	29%
Information and communication	1 384	25%
Construction	5 211	9%
Total	45 518	41%

Note : Excluding house staff and interim

Sources : Social Services Compensation Fund, Monaco Statistics

Women are more likely to work part time

FIGURE 5: Weekly working hours by gender, 2019



Note : Excluding house staff and interim

Sources : Social Services Compensation Fund, Monaco Statistics

Nearly half of women work under 39 hours per week, while only 35% of men do. Twelve percent of women work under 20 hours per week (half-time hours), and a third work between 20 and 39 hours.

More than a quarter of men work more than 39 hours, compared with 12% of women.

Men work an average of 147 hours per month (33 hours per week), and women an average of 138 hours per month (31 hours per week).

Higher numbers of female employees work in small businesses

Although there is a balance between the genders in businesses with fewer than five employees, where women make up 53% of the workforce, this is not the case in larger companies, especially those with between 10 and 49 employees (where a third of staff are female). The accommodation and food service activities, construction, transportation and storage, and manufacturing, mining and quarrying, and others industries MES include far fewer small employers than the other sectors, and are also the sectors where women make up less than 40% of the workforce (see figure 5).

Of the 1,443 businesses with more than five employees, 48 employ only women, including 15 in the retail sector and 12 in other service activities. Conversely, 129 employ only men, including 40 in construction and 23 in real estate activities.

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Table 2: Female representation by size of company

Size of company	Number of employers	Nombre of employees	Share of women
Less than 5 employees	2,294	4,468	53%
5 to 9 employees	690	4,681	41%
10 to 49 employees	615	12,494	35%
50 to 199 employees	114	10,591	41%
200 employees and more	24	13,284	41%
Total	3,737	45,518	41%

Note : Excluding house staff and interim

Sources : Social Services Compensation Fund, Monaco Statistics

Of the 1,006 Monegasque nationals employed in the private sector, 355 are women. They are aged 42.1 years old, on average, and almost all of them live in the Principality. Forty-five percent of them work under 39 hours per week, averaging 141 hours per month (32.5 hours per week).

More than 40% are employed in companies with more than 200 staff. One in five works in hotels, 10% in human health activities and 6% in creative, arts and entertainment activities.