

EMPLOYMENT OBSERVATORY

April 2023

2022

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Introduction

Employment is an essential component of Monaco's economy and contributes to the Principality's attractiveness.

The Monegasque labour market has many specific features which reflect the particularities of the Principality's territory, particularly in relation to its French and Italian neighbours. For example, the number of working people is almost twice as high as the number of residents. Also, the salaried workforce, more than 90% of whom work in the private sector, and most often in small structures, reside mainly outside Monaco. Workers of Monegasque nationality are in the minority. Certain activities are virtually absent from the economy. Moreover, categories of employees such as temporary workers or domestic staff are in significant proportion.

Thus, certain traditional indicators of labour market analysis (employment rate, unemployment rate, etc.) cannot be calculated in the Principality.

The aim of this first Employment Observatory is to analyse the employment market in Monaco (salaried and non-salaried, public and private) and to draw up an assessment over ten years.

Monaco Statistics relied mainly on information provided by the Caisses Sociales de Monaco for private sector employment and by the Human Resources and Training Department for the public sector.

Warning: as the Caisses Sociales de Monaco data on private sector salaried employment was revised in 2022, changes and results prior to 2022 may differ from those in previous Monaco Statistics publications.

1 Overview of employment in Monaco

1.1 Employment increased by 24.6% since 2013

The study of the Monegasque labour market is based on various indicators. The number of jobs and the number of employees are two units used to analyse the private sector workforce. Thus, an employee in the private sector may hold several jobs, which is particularly true for certain categories of population (domestic staff in particular). 60,082 jobs and 55,472 employees are counted in the private sector in 2022, which is equivalent to one salaried person for 1.08 jobs on average. In the civil service, it is considered that one job corresponds to one employee. In this section, the number of jobs is taken into account, as it is a more relevant indicator for measuring economic activity (the unit of employees is then used in section 2). For non-salaried employment, the activities of the self-employed are considered.

Table 1. Employment by status at the end of 2022

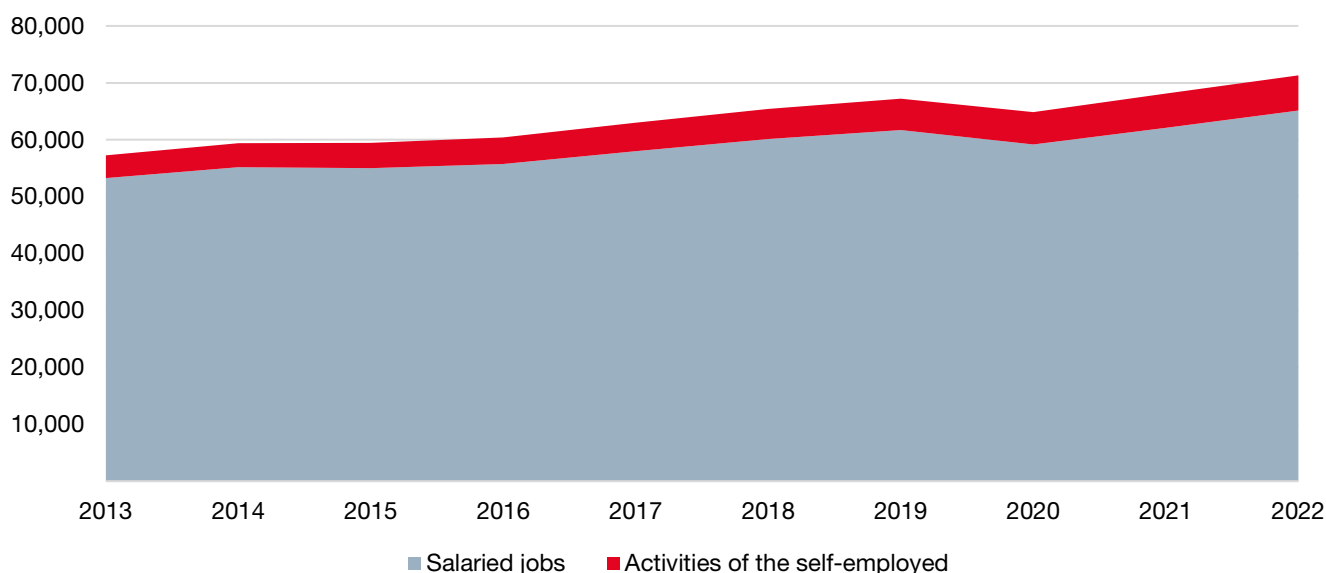
	2022	Share	Variation 2021/22
Salaried employment, including:	65,129	91.3%	4.9%
<i>Private sector</i>	60,082	84.2%	5.2%
<i>Civil service</i>	5,047	7.1%	0.8%
Activities of self-employed workers	6,185	8.7%	3.3%
TOTAL	71,314	100%	4.7%

Sources: *Caisses sociales de Monaco, Human Resources and Training Department, Monaco Statistics*

At the end of 2022, the Principality has a total of 71,314 jobs, including more than 65,000 salaried jobs (mainly in the private sector) and almost 6,200 activities opened by self-employed workers (i.e. more than salaried workers in the civil service).

Between 2021 and 2022, the Monegasque employment market is up by 4.7%. Employment in the private sector has grown much faster than in the civil service (+5.2% compared to +0.8%). The same applies to the activities of the self-employed, which increased by 3.3% in one year.

Figure 1. Ten-year change in employment by status



Sources: *Caisses sociales de Monaco, Human Resources and Training Department, Monaco Statistics*

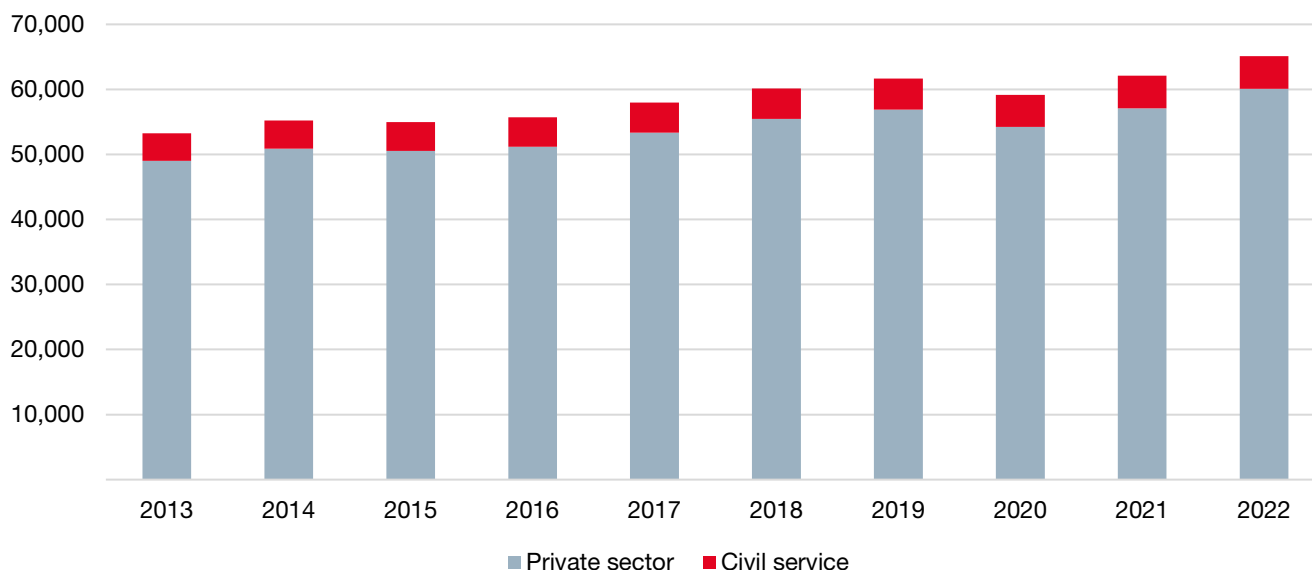
Between 2013 and 2022, total employment (salaried and non-salaried activities) increased by 24.6%, which corresponds to 14,000 additional jobs in Monaco over the decade, all sectors combined.

Driven by the private sector, which represents more than 90% of the workforce, salaried employment rose by 22.3% over the period, i.e. almost 12,000 additional jobs (corresponding to an average annual growth rate of 2.3% over the decade).

The activities of self-employed workers are constantly growing: since 2013, their number has multiplied by 1.5 (their weight in employment has risen from 7% in 2013 to 8.7% in 2022).

1.2 More than 90% of salaried employment is in the private sector

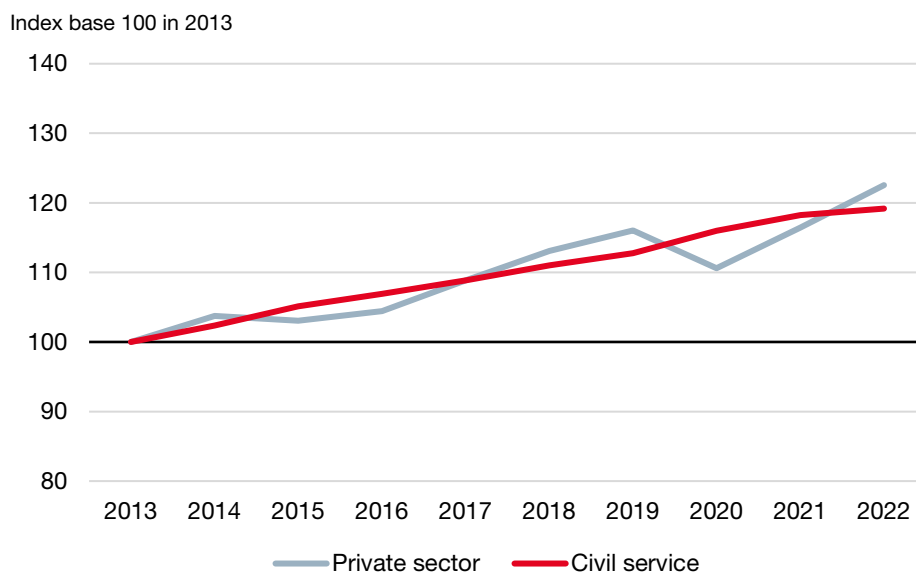
Figure 2. Ten-year change of salaried employment by sector



Sources: *Caisses sociales de Monaco, Human Resources and Training Department, Monaco Statistics*

The distribution between public and private employment has changed only marginally over the last 10 years, with the private sector accounting for approximately 92% of salaried employment (8% for the civil service)¹.

Figure 3. Ten-year change of salaried employment by sector



Reading: the number of jobs in the private sector increased by 22.5% between 2013 and 2022 (index 122.5 in 2022); over the same period, the number of jobs in the civil service increased by 19.2% (index 119.2).

Sources: *Caisses sociales de Monaco, Human Resources and Training Department, Monaco Statistics*

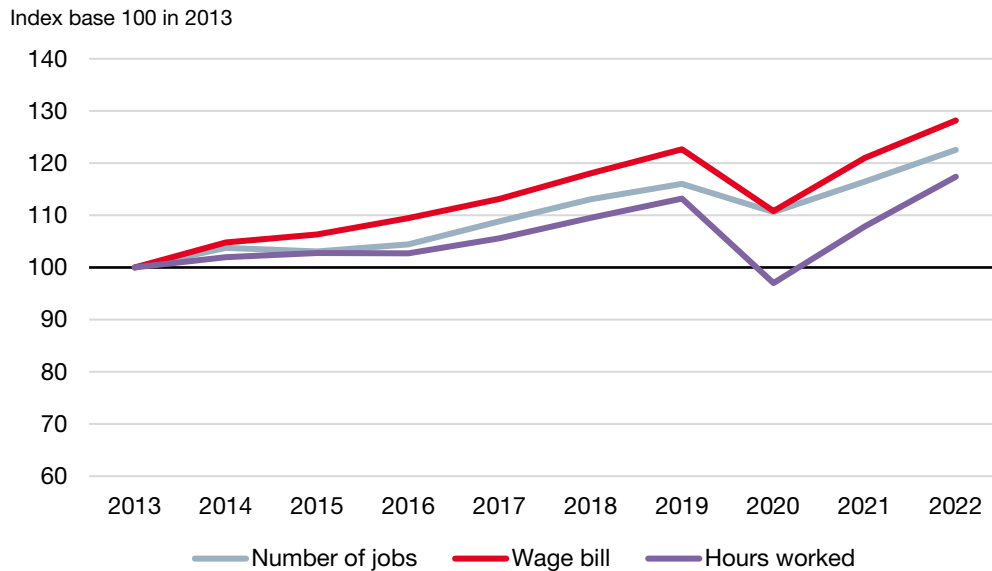
Public salaried employment grew over the period 2013-2022, relatively in the same proportions as in the private sector (respectively +19% and +22.5%). On the other hand, the ten-year trend in the public sector is linear (around 2% growth per year), whereas the private sector is logically more volatile, due to the creation and cancellation of activities and other variations linked to the economic situation. Private employment also shows a dip in activity in 2020, due to the health crisis linked to the Covid-19 epidemic.

¹ In France, in the fourth quarter of 2022, public employment represents 22% of salaried employment (source: Insee).

1.3 The labour market in the face of the health crisis

The period 2013-2022 was marked by a major crisis in 2020 with the Covid-19 pandemic, which had serious consequences at global level in terms of health, but also economic and social. The impact on the Monegasque employment market was quickly and strongly felt, particularly in the private sector. The drop in the workforce, mitigated by the implementation of job protection measures, affected almost all business sectors and the consequences of the health crisis were direct on the number of hours lost.

Figure 4. Ten-year change of activity indicators of private sector employment



Reading: the number of salaried jobs in the private sector increased by 22.5% between 2013 and 2022 (index 122.5 in 2022); over the same period, the wage bill increased by 28% (index 128) and the volume of hours worked by 17.3% (index 117.3).

Sources: *Caisses sociales de Monaco, Monaco Statistics*

While private employment indicators were up at the beginning of 2020 compared to 2019, they fall drastically from March (which marks the beginning of the emergency measures linked to the health crisis). The number of hours worked then reaches a level below 2013. Then, from May 2020 onwards (the month in which the containment measures and closures of non-priority establishments came to an end), private employment began to recover, with indicators rising again. However, by the end of the year, the equivalent of almost two months of hours worked have been lost cumulatively compared to 2019 (around 14 million).

Table 2. Change 2019-2020 in jobs and hours worked by MES

	Jobs	Hours worked
Scientific and technical activities, administrative and support service activities	-1.3%	-13.6%
Accommodation and food service activities	-18.9%	-39.5%
Other service activities	-9.7%	-14.5%
Construction	5.9%	-6.0%
Public administration, education, human health and social work activities	0.3%	-0.5%
Financial and insurance activities	0.9%	-0.1%
Retail trade	-4.6%	-14.5%
Manufacturing, mining and quarrying, and others industries	-2.6%	-12.1%
Wholesale trade	-2.4%	-12.3%
Transportation and storage	-10.3%	-17.3%
Real Estate activities	-1.3%	-3.9%
Information and communication	-2.7%	-4.0%
TOTAL	-4.7%	-14.4%

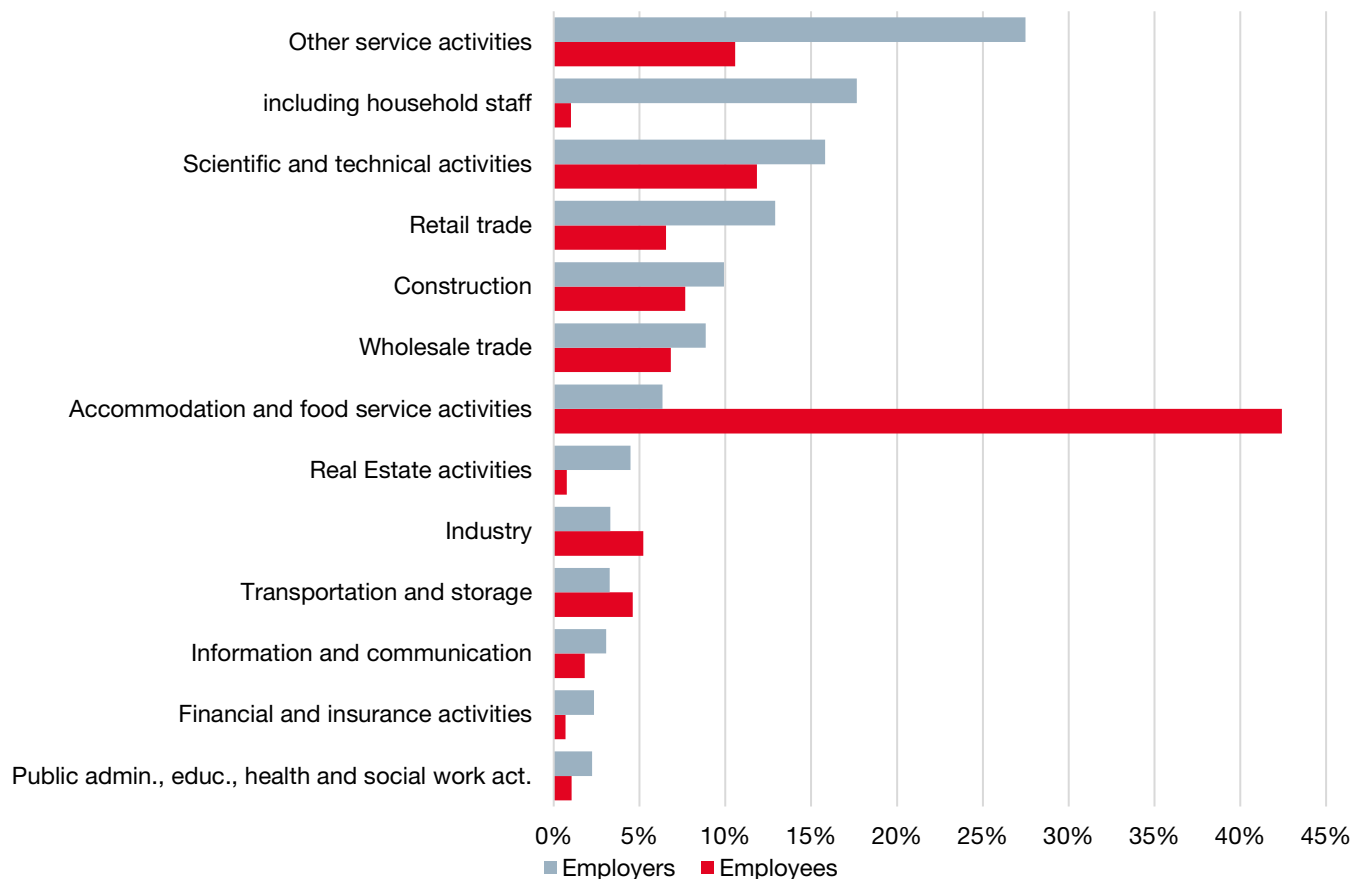
Sources: *Caisses sociales de Monaco, Monaco Statistics*

Accommodation and food service activities (the Principality's second largest employer) has seen the biggest drop in the number of jobs between 2019 and 2020. This sector is also the one that has been most penalised by the reduction in hours worked (-39.5%, i.e. almost 6 million hours lost over the year 2020). While several major economic sectors

(MES)² have managed to maintain their workforce relatively unchanged compared to 2019 (Public administration, education, human health and social work activities, Real estate activities, Financial and insurance activities), the Construction sector has seen its workforce increase significantly over the period. This MES was relatively unaffected by the restrictions linked to the health crisis, as part of the construction work continued during the containment period.

At the height of the crisis, the number of hours worked fell more rapidly than jobs and salaries, supported in part by temporary unemployment. In fact, the Prince's Government implemented a measure of Total Temporary Layoff (CTTR) in March 2020 in order to face the economic consequences of the health crisis and to safeguard employment³. Over the period March 2020 to March 2022, CTTR applications (whether full or partial unemployment) were granted for 2,946 private sector employers.

Figure 5. Distribution of CTTR applications (partial or total) granted over the period March 2020 – March 2022 by MES



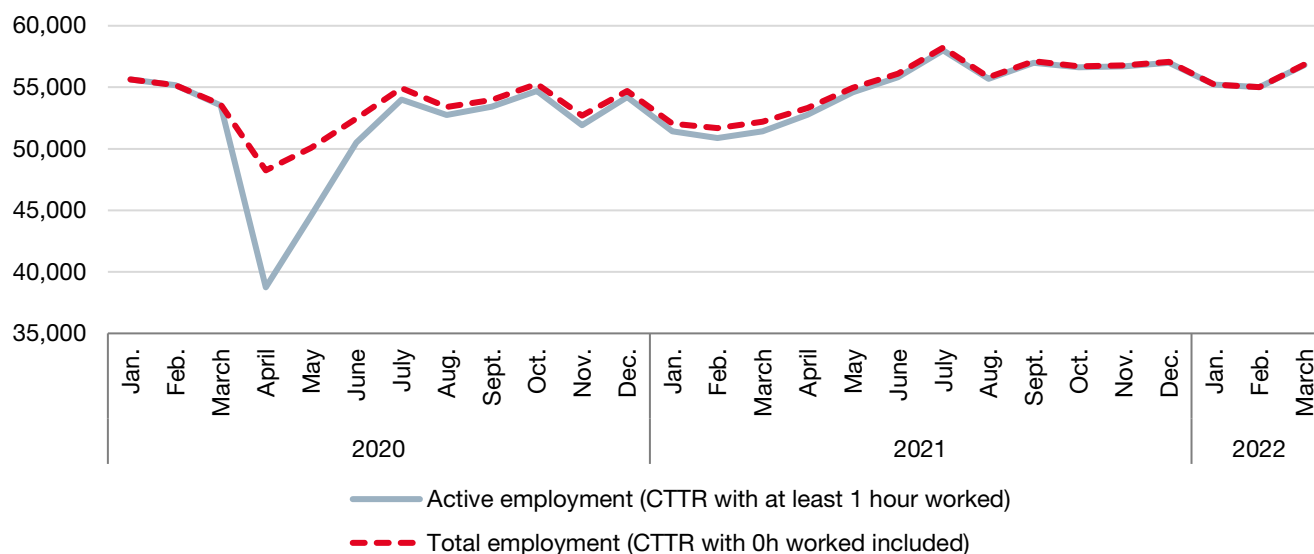
Sources: *Caisses Sociales de Monaco, Monaco Statistics*

The Other service activities sector has the largest number of employers using the CTTR over the period March 2020 to March 2022 (27.5% of all applications). In terms of the number of employees affected by the scheme since its inception, Accommodation and food service activities leads with 42.4% of all applications granted for employees in this sector. Public administration, education, human health and social work activities and Financial and insurance activities are the sectors that have made the least use of the CTTR over the whole period.

² The sectoral statistics of the Monegasque economy are studied according to the breakdown into 12 Major Economic Sectors (MES) defined by Monaco Statistics following the adoption of the French Nomenclature of Activities (NAF rev. 2, 2008) on 1 January 2012.

³ The CTTR is an exceptional measure which allows for the temporary reduction or suspension of employees' activity and provides for the payment by the employer of part of the employee's remuneration and reimbursement by the State. Private sector employees could therefore be placed either in total unemployment (no hours worked) or in partial unemployment, thus reducing their professional activity. The CTTR scheme ended on 31 March 2022.

Figure 6. Evolution of the number of private-sector jobs



Note: the notion of "active" jobs is used to distinguish, within total employment, the jobs held by employees who are temporarily unemployed. Thus, active jobs correspond to those for which there is at least one hour worked during the month in question. The total number of jobs includes all jobs, including those on CTTR (whether partial or total), in order to visualise the deadweight loss of jobs over the period. The CTTR scheme ended on 31 March 2022.

Sources: *Caisses Sociales de Monaco, Monaco Statistics*

The CTTR, which covered up to more than 21,000 employees in April 2020, cushioned the fall in employment observed at that time to just over 48,000 retained jobs. The scheme was then used less and less over the months, affecting fewer than 6,000 people in December 2020. In March 2022, two years after its implementation, just over 200 employees were still benefiting from the CTTR (0.4% of the total population), of which around 20 were totally unemployed (zero hours worked).

In parallel to the CTTR, the Prince's Government has also set up specific financial aid schemes for companies economically impacted by the Covid-19 crisis, under certain conditions of eligibility, some of which could concern self-employed workers.

- The "Revenu Minimum Extraordinaire" (RME) was exclusively for self-employed persons in their own right. Of the 1,069 applications made, 885 were granted.
- The "Aide aux Sociétés (AS)", initially intended to support "small companies", could also be applied for by self-employed persons eligible for its payment conditions. 80 entities benefited from both RME and AS.
- From July 2020, these two emergency measures (RME and AS) came to an end and the company aid scheme evolved with the objective of supporting economic recovery through the Commission d'Accompagnement de la Relance Économique (C.A.R.E.). At the end of 2020, nearly 300 activities managed by self-employed workers were benefiting from the C.A.R.E., mainly in the Transportation and storage, Accommodation and food service activities and Retail trade sectors.

In addition, a remote working arrangement distinct from "statutory" teleworking was deployed from March 2020 in the context of the health crisis. This concerned employers and employees in the public and private sectors whose place of residence was in the Principality of Monaco, France or Italy (with the exception of employees on sick leave). The employer had to inform the Department of Employment and its legal insurer of the introduction of the scheme.

Between its implementation and January 2022, more than a thousand employers made a telework declaration to the Department of Employment, for an average of around 10,000 private sector employees concerned each month (i.e. almost 20% of the population).

Scientific and technical activities, administrative and support service activities, which represent the largest employer in the Principality, are at the top of the list of telework declarations according to the MES, both in terms of number of employers and number of employees. Accommodation and food service activities is the sector least affected by the remote working scheme over the period.

2 Private-sector employees

2.1 The private sector had 55,472 employees at the end of 2022

There are 55,472 employees in the private sector in December 2022, which is 2,324 more than at the same time in 2021, an increase of 4.4%.

Table 3. Number of private-sector employees, breakdown by MES and gender in 2022

	Number of employees	Share of men	Share of women	Weight	Variation 2021/22
Scientific and technical activities, administrative and support service activities, including:	13,425	67.4%	32.6%	24.2%	5.5%
<i>Temporary work agency activities</i>	6,117	84.5%	15.5%	11.0%	6.3%
Accommodation and food service activities	7,848	68.4%	31.6%	14.1%	9.8%
Construction	6,133	91.5%	8.5%	11.1%	8.3%
Other service activities, including:	6,111	39.7%	60.3%	11.0%	-1.0%
<i>Household staff</i>	2,359	22.3%	77.7%	4.3%	-0.8%
Financial and insurance activities	4,260	49.0%	51.0%	7.7%	3.1%
Public administration, education, human health and social work activities	4,213	28.5%	71.5%	7.6%	0.0%
Retail trade	3,045	47.7%	52.3%	5.5%	3.6%
Manufacturing, mining and quarrying, and others industries	2,601	64.5%	35.5%	4.7%	0.8%
Wholesale trade	2,587	52.1%	47.9%	4.7%	1.4%
Transportation and storage	2,069	72.3%	27.7%	3.7%	5.8%
Real Estate activities	1,682	65.3%	34.7%	3.0%	1.7%
Information and communication	1,500	73.6%	26.4%	2.7%	6.7%
TOTAL	55,472	61.1%	38.9%	100%	4.4%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

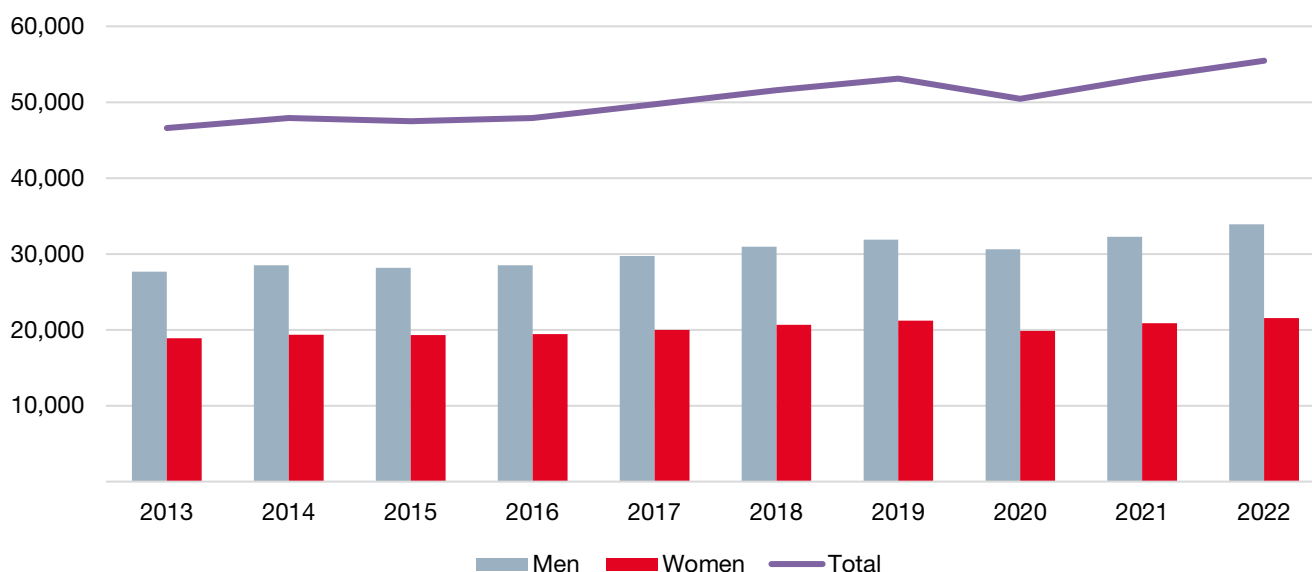
By the end of 2022, Scientific and technical activities, administrative and support service activities, which include temporary work, account for more than 13,400 people, i.e. almost a quarter of private-sector employees. Accommodation and food service activities is the second largest sector in terms of workforce, accounting for 14.1% of the private sector population. It is followed by Construction and Other service activities, each with more than 6,000 employees.

The evolution of the workforce between 2021 and 2022 varies greatly from one sector to another. While the workforce has grown overall and in ten out of twelve MESs, it has remained stable in Public administration, education, human health and social work activities and has fallen slightly in Other service activities (-1.0% compared to 2021). Among the growth sectors, the rates of change in 2021-2022 also differ markedly from one MES to another, as in industry, which shows an increase of less than 1% over the period, while that of Accommodation and food service activities approaches 10%. Although the latter sector shows the strongest growth, both in volume and in value (around 700 additional employees in one year), it is still struggling to return to its pre-crisis level. At the end of 2019, nearly 8,200 people were employed in Accommodation and food service activities, representing a 2019-2022 change of -4.0%. To a lesser extent, three other sectors have also failed to recover their pre-2020 employment levels: Transportation and storage (-1.3% between 2019 and 2022), Manufacturing, mining and quarrying, and others industries (-0.7%) and Wholesale trade (-0.4%). In contrast, Construction is the MES that has fared best over the past three years, having seen its workforce increase by 17.7% compared to 2019, representing over 900 additional employees in this sector.

The majority of employees in the private sector are men, 6 out of 10. However, the gender distribution varies greatly depending on the sector of activity. In 2022, the proportion of men rises to 91.5% among Construction employees. At the same time, four MESs have more women than men: Public administration, education, human health and social work activities, Other service activities (due to the predominantly female domestic staff population), Retail trade and Financial and insurance activities, which appears to be the sector closest to gender parity (with a 49.0% – 51.0% split).

2.2 The number of private-sector employees grew by 19% between 2013 and 2022

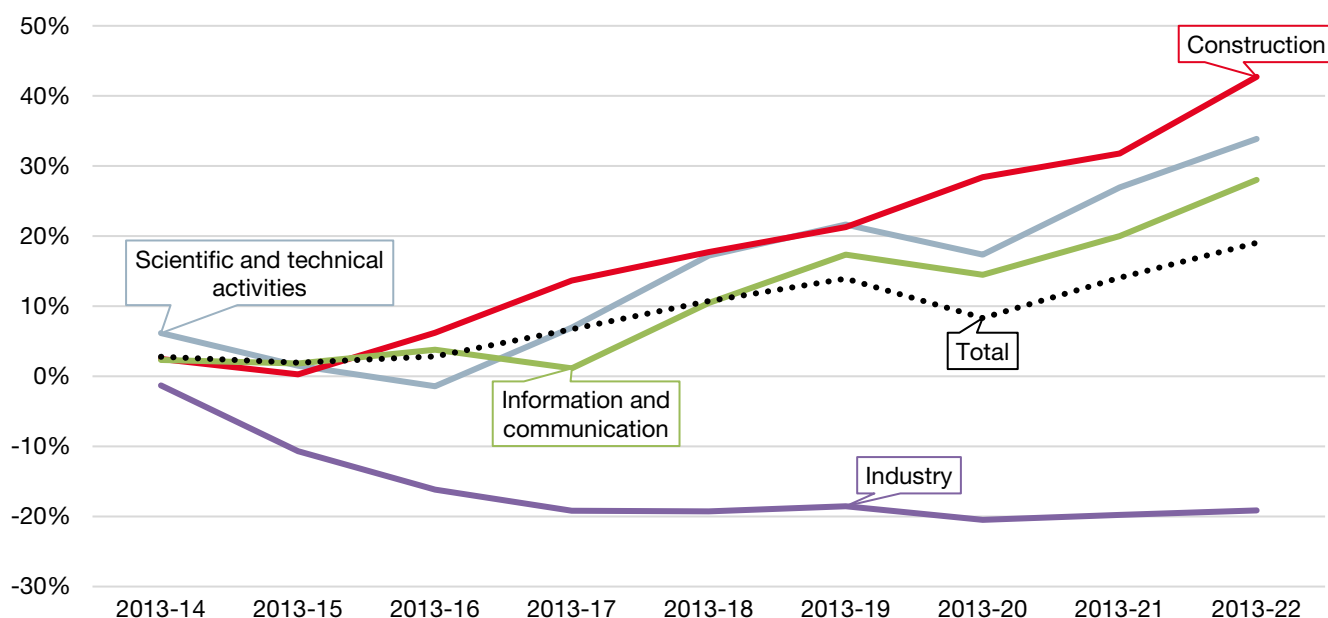
Figure 7. Ten-year change in the number of private-sector employees overall and by gender



Sources: Caisses sociales de Monaco, Monaco Statistics

33,918 men and 21,555 women are employed in the private sector at the end of 2022, i.e. 55,472 people in total. Monaco thus has 8,873 more employees than ten years ago, an increase of 19.0% over the period 2013-2022. With the exception of the years 2015 and 2020, the number of private-sector employees has only increased by an average of 2% each year (average annual growth rate). The gender distribution of the employed population has changed little over the decade, with men still in the majority at around 60%.

Figure 8. Change since 2013 in the number of private-sector employees in selected MES



Sources: Caisses sociales de Monaco, Monaco Statistics

Of the twelve major economic sectors that make up the Monegasque economy, Construction is the one that has seen the most significant growth over the period 2013-2022 in terms of volume (+42.7%) and the second in terms of value (+1,836 employees). Scientific and technical activities, administrative and support service activities have added 3,396 people in ten years, or +33.9%. With 28.0% more employees than in 2013, the Information and communication sector completes the podium. Manufacturing, mining and quarrying, and others industries is the only MES to have lost employees over the period, with 615 people less (-19.1%).

2.3 Almost 100 million hours worked in 2022

Private-sector employees worked a cumulative 97.5 million hours over the twelve months of 2022. This result is nearly 8 million more than in 2021 (+8.8%), or the equivalent of one month of hours worked more.

Table 4. Cumulative hours worked in the private sector and breakdown by MES in 2022

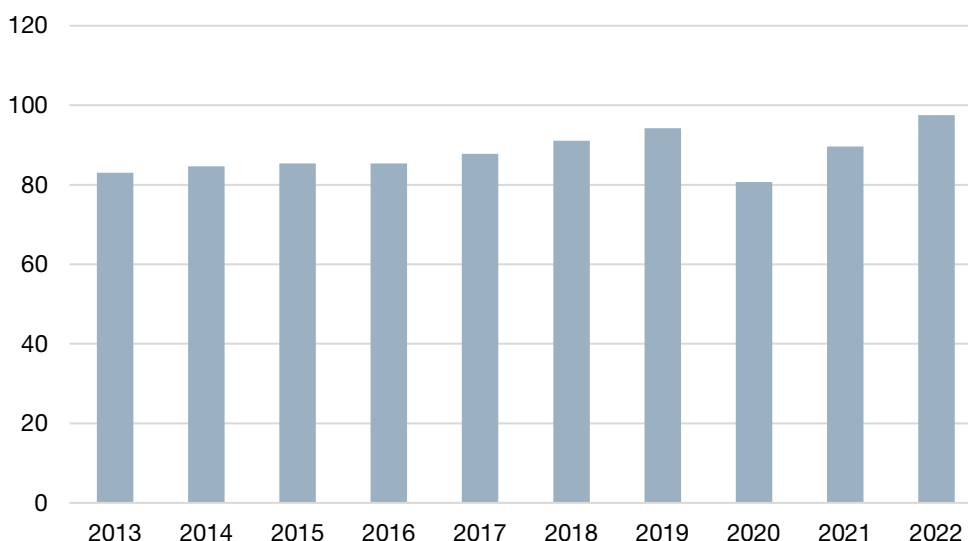
	Number of hours worked	Share	Variation 2021/22
Scientific and technical activities, administrative and support service activities, including:	22.1	22.7%	8.4%
<i>Temporary work agency activities</i>	9.1	9.3%	8.3%
Accommodation and food service activities	13.9	14.3%	32.1%
Construction	11.4	11.7%	6.3%
Other service activities, including:	9.7	10.0%	8.3%
<i>Household staff</i>	3.4	3.5%	2.4%
Financial and insurance activities	8.0	8.2%	2.9%
Public administration, education, human health and social work activities	7.3	7.5%	1.2%
Retail trade	5.5	5.6%	5.3%
Wholesale trade	4.9	5.0%	4.7%
Manufacturing, mining and quarrying, and others industries	4.8	4.9%	1.3%
Transportation and storage	3.9	4.0%	9.4%
Real Estate activities	3.2	3.3%	1.1%
Information and communication	2.7	2.8%	4.7%
TOTAL	97.5	100%	8.8%

Unit: million of hours

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Logically, the sectors of activity with the largest number of employees generate the most hours worked. Thus, employees in Scientific and technical activities, administrative and support service activities worked more than 22 million hours over the year (i.e. 22.7% of the total), including 9.1 million for temporary employment agency activities. While all the MESs show an increase in the volume of hours worked compared to 2021, it is by far the Accommodation and food service activities sector that has seen the strongest growth over the period with +32.1%, i.e. 3.4 million hours more in one year.

Figure 9. Ten-year change in cumulative hours worked



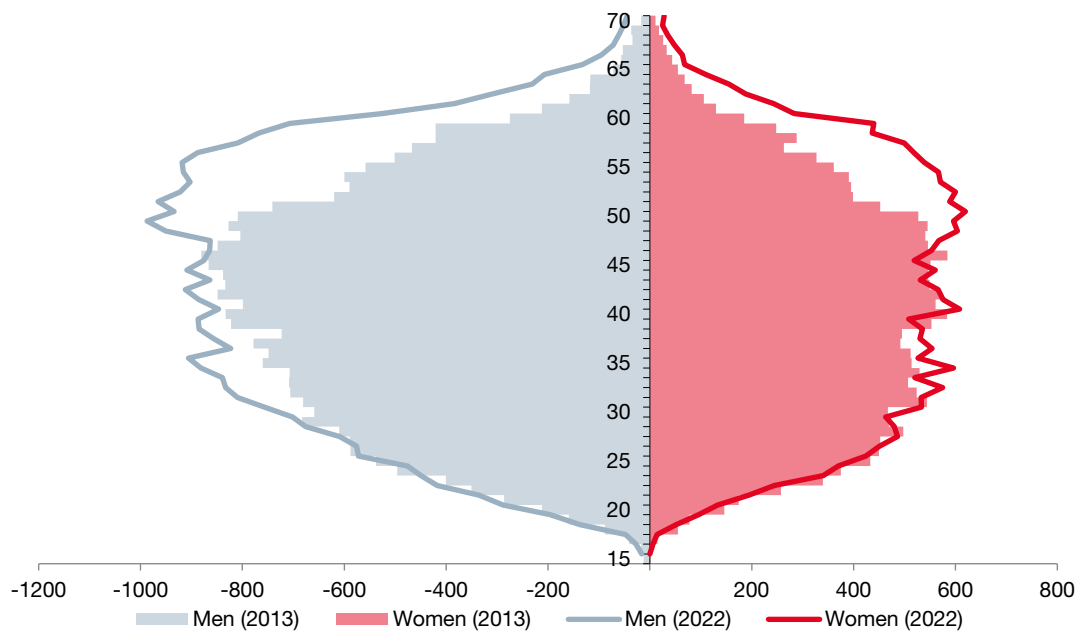
Unit: million of hours

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Between 2013 and 2019, the volume of hours worked increased by over 10 million. Then, in line with the slowdown in activity due to the health crisis, the number of hours fell from 2020 onwards. It is only in 2022 that this indicator exceeds its 2019 level.

2.4 An ageing employee population

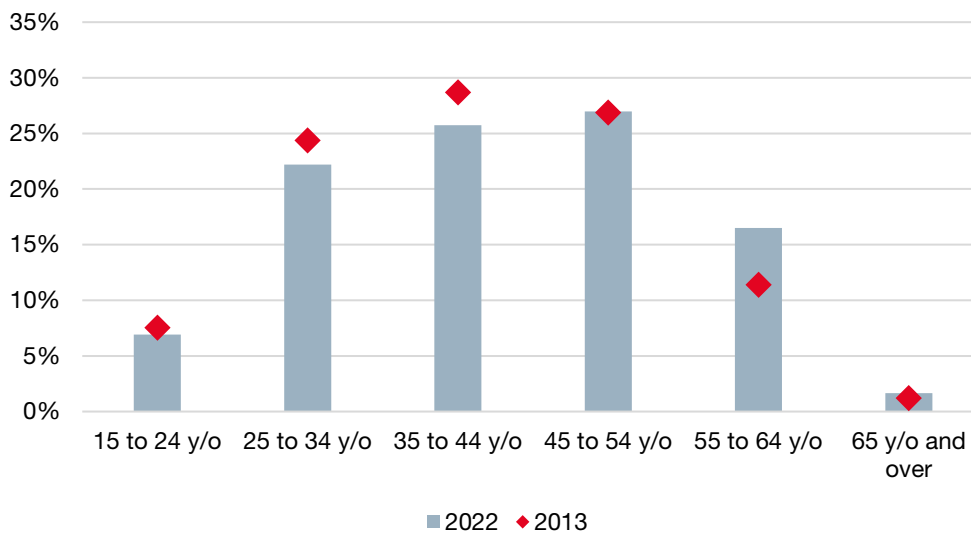
Figure 10. Age pyramid 2013 and 2022 in the private sector



Sources: Caisses sociales de Monaco, Monaco Statistics

At the end of 2022, the average age of a private-sector employee is 42.4 years (42.2 years for a woman and 42.6 for a man). This average age was 40.9 years in 2013. The employed population in the private sector has thus aged by one and a half years on average between 2013 and 2022, under the combined effect of the increase in the number of employees aged 55 and over and the decrease in the number of employees aged under 45.

Figure 11. Evolution of the age distribution of private-sector employees

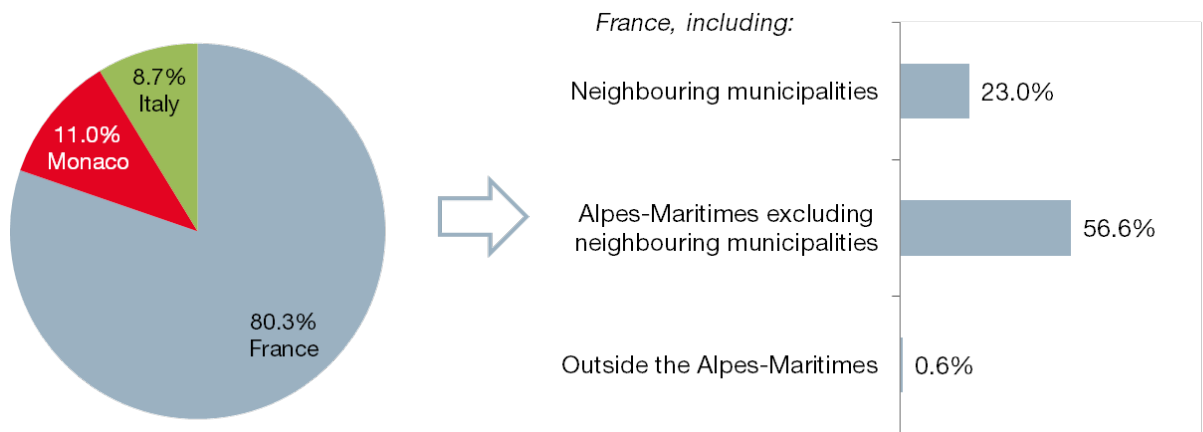


Sources: Caisses sociales de Monaco, Monaco Statistics

The 35-44 age group had the highest proportion of employees in 2013, at 28.7%. Ten years later, it accounts for 25.7% of the workforce, while the 45-54 age group represents 27.0% and has become the largest age category. The share of employees aged 55 and over has increased the most over the period: they represented 12.6% of the private-sector population in 2013, compared with 18.2% in 2022 (i.e. an additional 5.6 points). At the same time, employees aged between 25 and 45, who were in the majority at 53.0% ten years ago, account for 47.9% of the population in 2022.

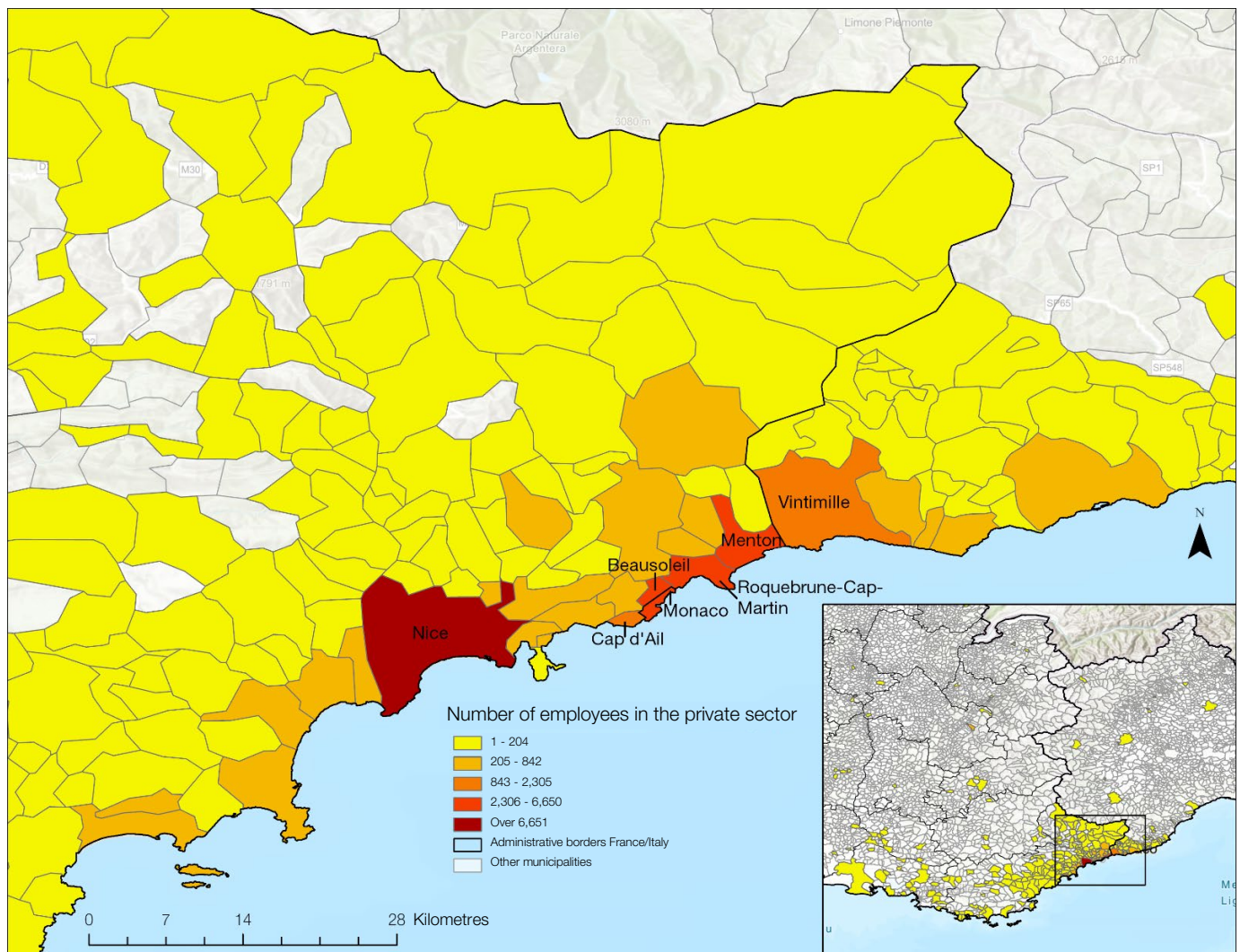
2.5 A quarter of private-sector employees live in Nice

Figure 12. Distribution of private-sector employees by place of residence in 2022



Sources: Caisses sociales de Monaco, Monaco Statistics

Figure 13. Number of private-sector employees by municipality of residence in 2022

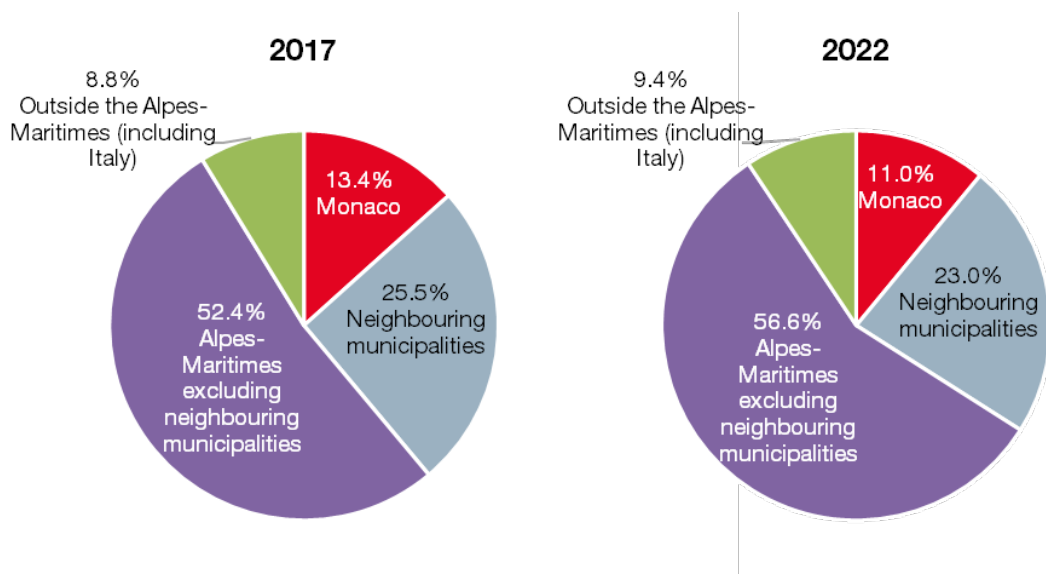


Sources: Caisses sociales de Monaco, Monaco Statistics

The vast majority of employees working in the private sector in Monaco do not live there. In 2022, this proportion of commuters amounts to 89.0%. Around 8 out of 10 employees live in France, i.e. around 43,700 people. Nice is the leading municipality of residence: 25.5% of the private-sector employed population live in the Côte d'Azur capital, which represents almost 13,900 workers. Menton accounts for 12.2% of employees (6,654) and comes second, ahead of Monaco (5,987 people). Next come the neighbouring municipalities of Beausoleil and Roquebrune-Cap-Martin,

which account for 10.6% and 7.8% of the workforce respectively. The Italian town of Ventimiglia, with 2,300 employees, is ahead of the other two neighbouring municipalities (Cap d’Ail and La Turbie).

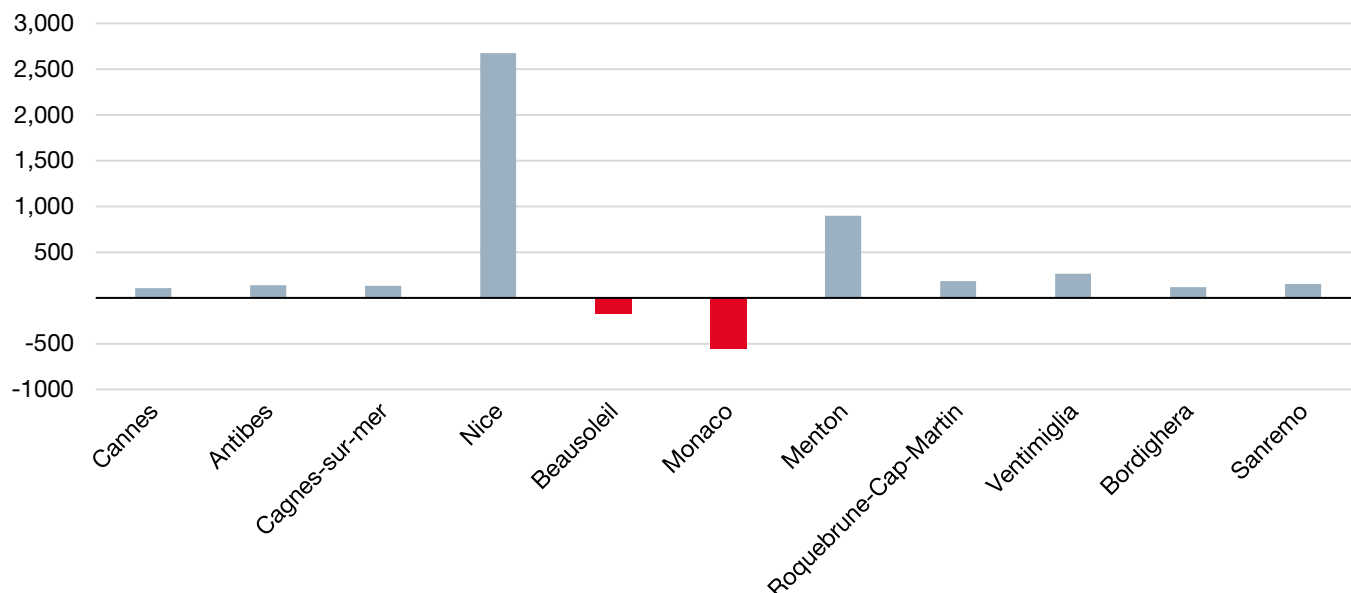
Figure 14. Evolution of the distribution by area of residence of private-sector employees



Sources: Caisses sociales de Monaco, Monaco Statistics

Over the last few years, the salaried population of the private sector has gradually moved away from their place of work in Monaco. Indeed, the proportion of employees living in the Principality has continued to fall, from 13.4% in 2017 to 11.0% in 2022. The proportion of residents of neighbouring municipalities has also fallen: 25.5% in 2017 compared with 23.0% five years later. At the same time, an increasing number of private-sector employees are domiciled in the Alpes-Maritimes outside neighbouring municipalities (52.4% in 2017 and 56.6% in 2022) or beyond the Alpes-Maritimes, including in Italy (8.8% and 9.4% respectively in 2017 and 2022).

Figure 15. Change 2017-2022 in the number of private-sector employees by place of residence

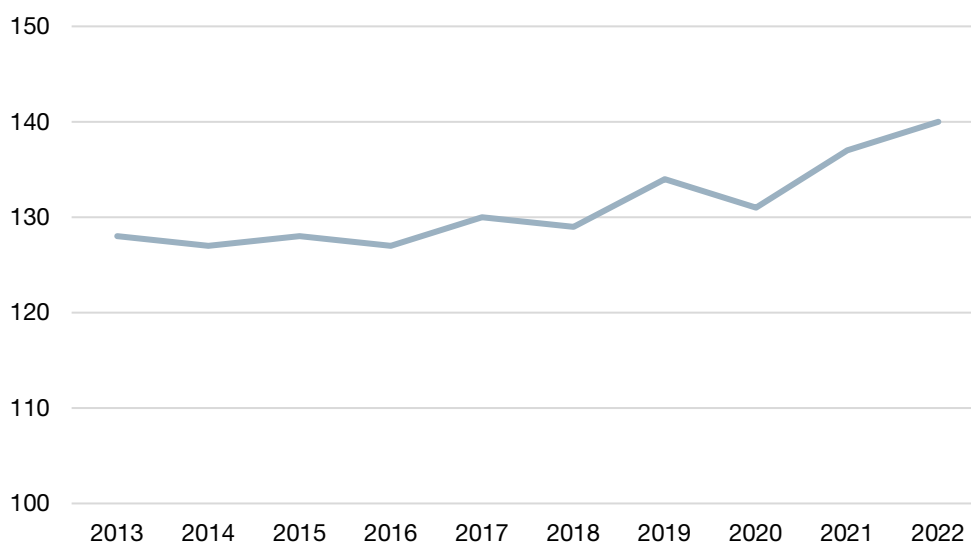


Sources: Caisses sociales de Monaco, Monaco Statistics

In 2022, six towns in the Alpes-Maritimes have a minimum of 100 more private-sector employees in Monaco than in 2017, with Nice in the lead. There are 2,676 more workers living in Nice in 2022 than in 2017. The number of employees living in Menton has increased by almost 900 people. Three Italian cities also gained more than 100 private sector employees: Ventimiglia, Bordighera and Sanremo. On the other hand, in addition to those living in Monaco (558 fewer people), the period 2017-2022 saw a decline in the number of employees living in Beausoleil (-172).

2.6 The majority of employees are of French nationality

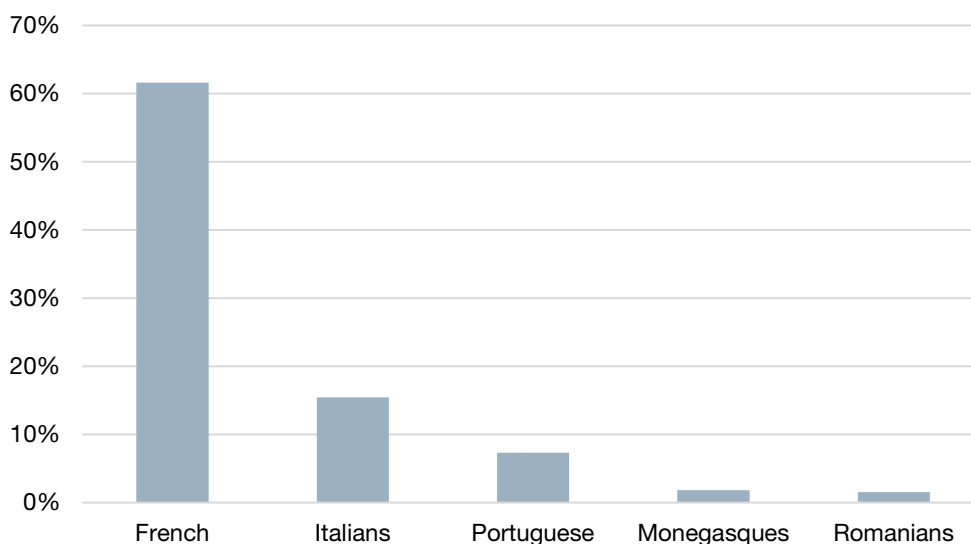
Figure 16. Ten-year change in the number of nationalities represented in the private sector



Sources: *Caisses sociales de Monaco, Monaco Statistics*

There are 140 different nationalities among private-sector employees in 2022. This number was 128 in 2013 and has steadily increased over the years. French, Italian and Portuguese nationalities have historically been the most represented, accounting for around 85% of the employed population since 2013. They are followed by Monegasque and British nationals until 2021. This top 5 of nationalities changes for the first time in 2022, with the British being overtaken by employees of Romanian nationality.

Figure 17. Distribution of the 5 most represented nationalities among private-sector employees in 2022

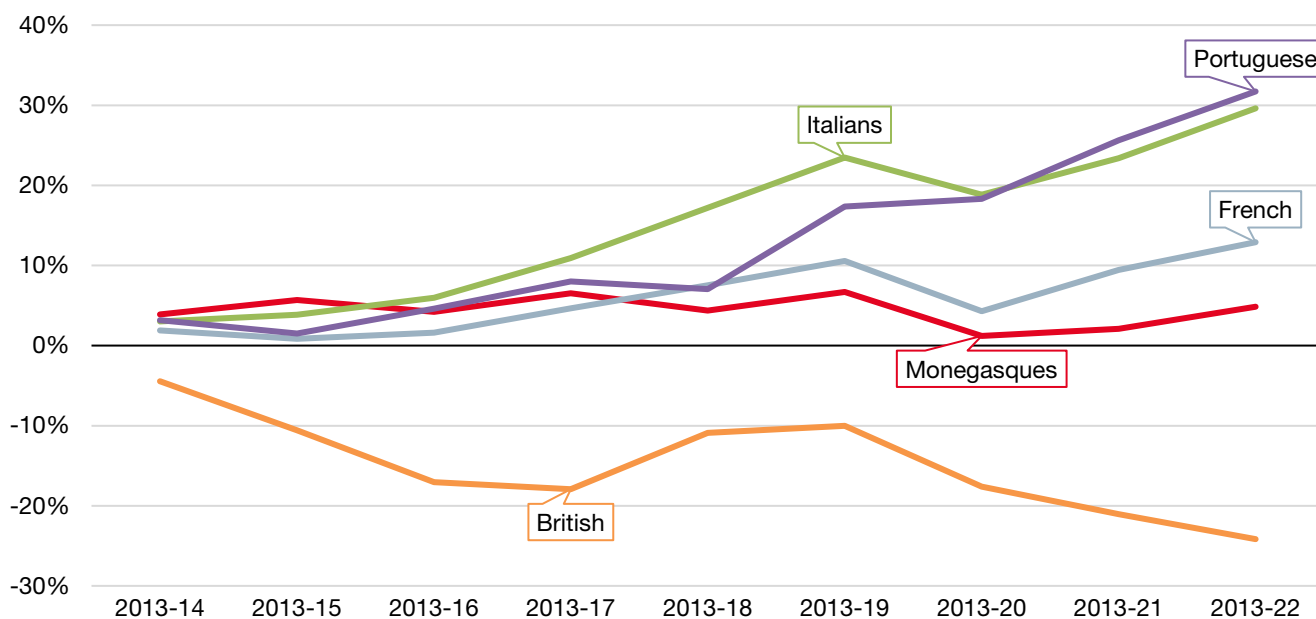


Sources: *Caisses sociales de Monaco, Monaco Statistics*

The French are by far the most numerous among the employed population in the private sector, accounting for 61.6% in 2022 (i.e. almost 34,100 people). They are followed by the Italians, who account for 15.4% of the workforce (around 8,500 people), then by the Portuguese with 7.3% (just over 4,000 employees). Employees of Monegasque nationality, who number around 1,000, represent less than 2% of the population, as do the Romanians who recently arrived in the top 5 nationalities of employees (1.5%).

Although their numbers have increased over the decade, the proportion of French people among private-sector employees has gradually declined in favour of other nationalities. Thus, 65% of the workforce was French in 2013 (3.4 percentage points higher than in 2022).

Figure 18. Change since 2013 in the number of private-sector employees by nationality

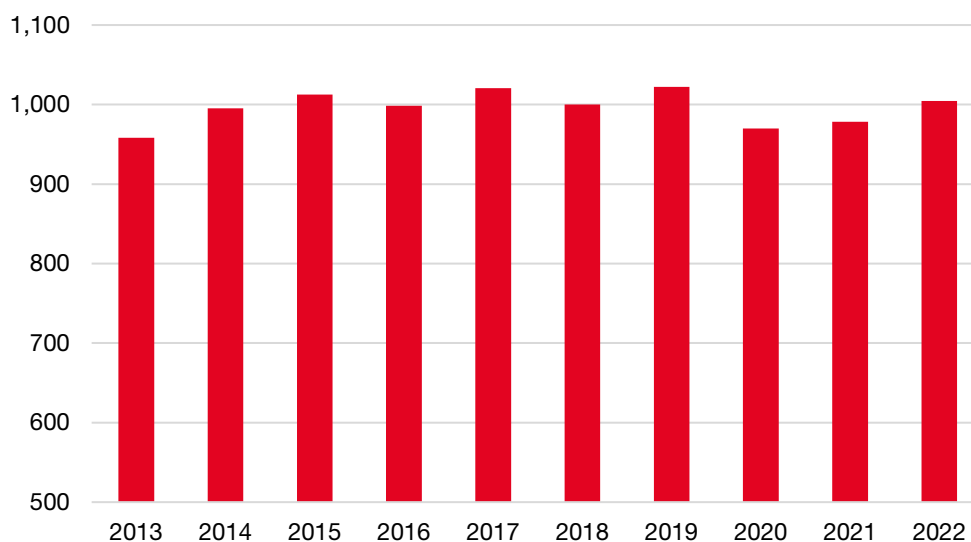


Sources: Caisses sociales de Monaco, Monaco Statistics

While the number of private-sector employees has increased by 19% overall since 2013, this variation is not the same for all nationalities. Between 2013 and 2022, the number of Portuguese employees rose by almost 32%, corresponding to almost a thousand additional workers. The number of Italians has also grown significantly over the period, by 29.6%, representing an increase of almost 2,000 workers. In 2022, there is 12.9% more French nationals than in 2013, i.e. around 3,900 additional employees. The employed population of Monegasque nationality has seen a more modest rise of 4.9% over the decade. The British, who were the fifth most represented nationality among employees, saw their numbers fall by up to 24.2% between 2013 and 2022.

2.7 One thousand Monegasques work in the private sector

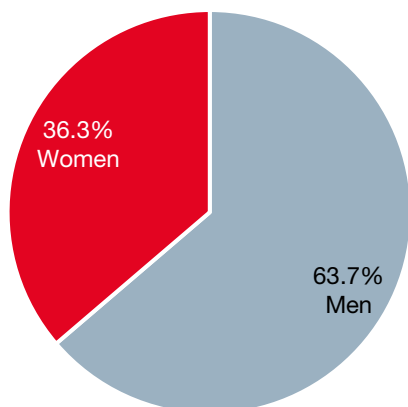
Figure 19. Ten-year change in the number of employees with Monegasque nationality



Sources: Caisses sociales de Monaco, Monaco Statistics

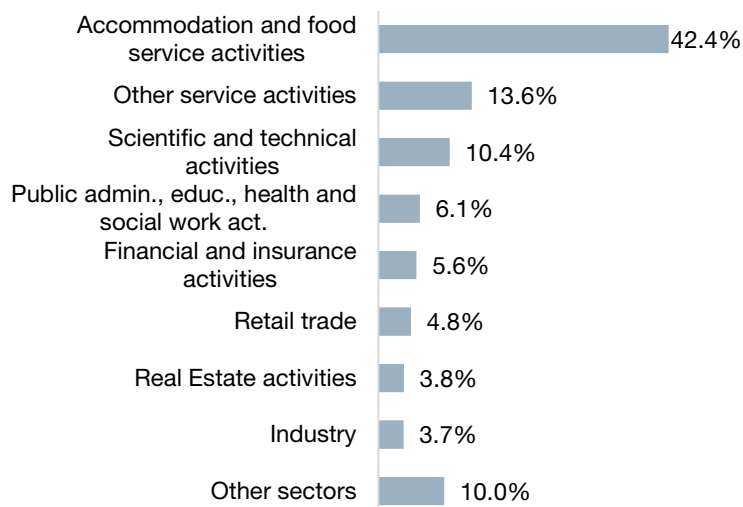
1,005 Monegasques were employed in the private sector at the end of 2022, i.e. 1.8% of the total population. The number of nationals has fluctuated around 1,000 each year over the decade. It stood at 958 in 2013, which corresponds to an increase of 47 Monegasques in 10 years.

Figure 20. Distribution of Monegasque employees by gender in 2022



Sources: *Caisses sociales de Monaco, Monaco Statistics*

Figure 21. Distribution of Monegasque employees by MES in 2022



Sources: *Caisses sociales de Monaco, Monaco Statistics*

With 640 men for 364 women (i.e. a 63.7% – 36.3% split) in 2022, the employed population of Monegasque nationality is more male than in the private sector as a whole. Moreover, the average age of Monegasque employees (42.3 years) is close to the average for employees and almost all of them (99.6%) live in the Principality.

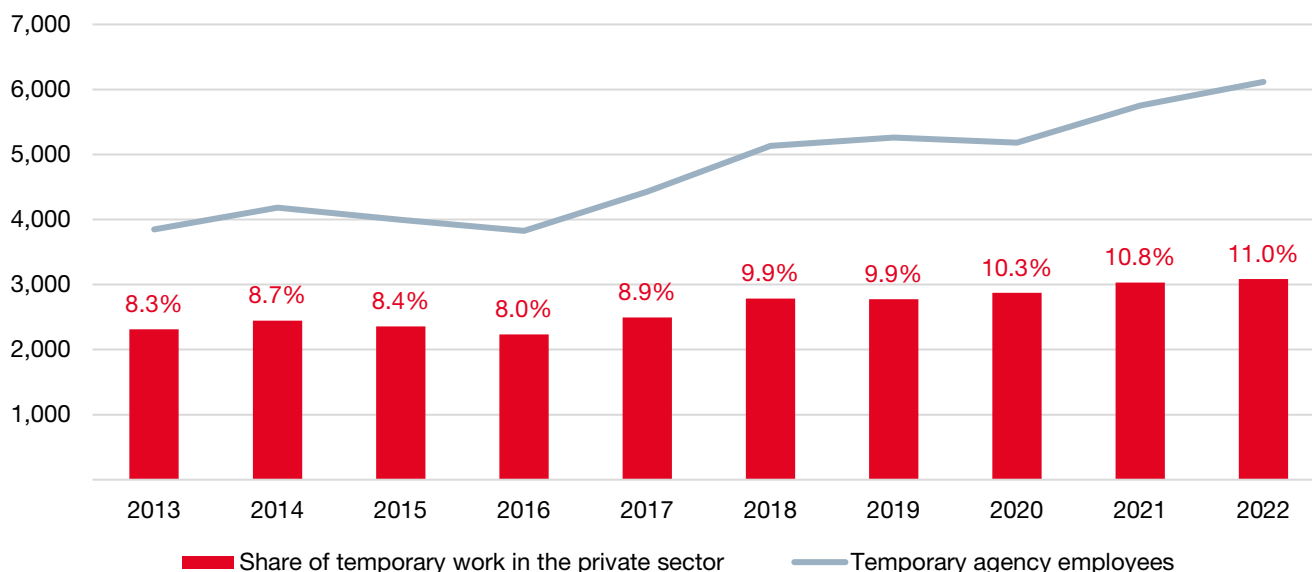
Accommodation and food service activities is the leading private sector of employment for nationals: 42.4% of Monegasque employees work in this MES⁴.

⁴ A major player in the Monegasque economy groups all its employees (gaming, hotels, restaurants) in the MES Accommodation and food services activities.

2.8 The temporary work activity employs 6,117 people at the end of 2022

This section considers employees in subclass *78.20Z: Activities of temporary employment agencies* of the French Nomenclature of Activities in December of the year under consideration, regardless of the sector in which they carry out their temporary work assignments. The permanent employees of the 17 temporary work agencies in the Principality are also included in this population, although they do not have temporary status.

Figure 22. Evolution of the number of temporary agency workers and their share in the the private sector

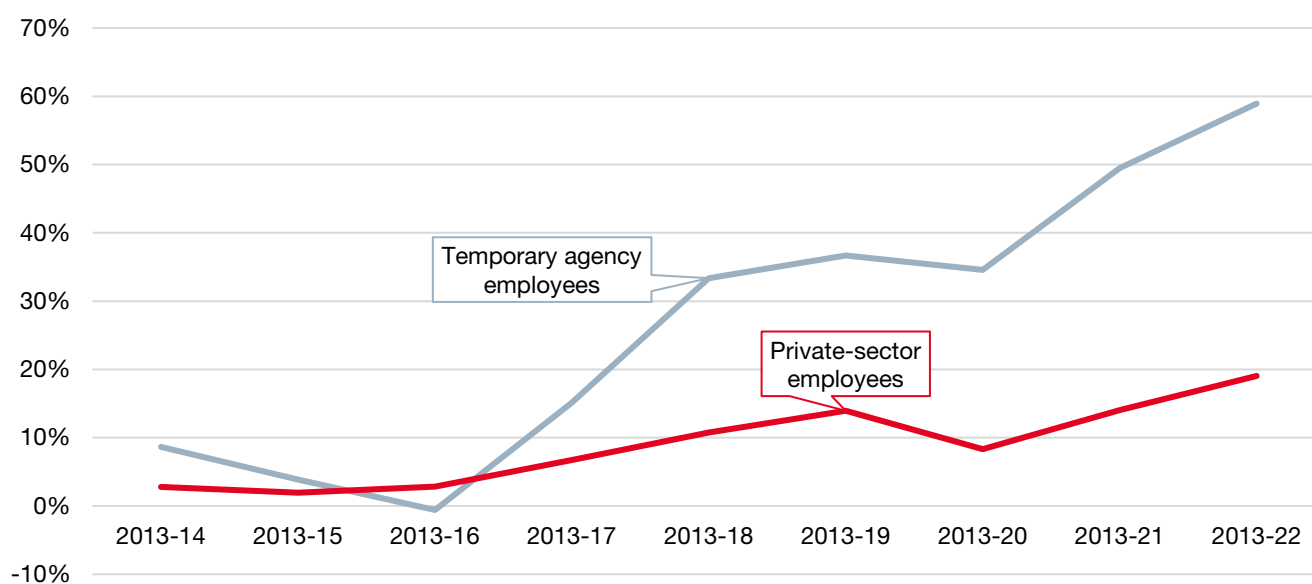


Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2022, the number of employees in temporary work activities was 6,117, which corresponds to 11.0% of the total private-sector population. This proportion has increased over the last ten years (8.3% in 2013).

At the same time, 7,906 jobs are recorded in the Activities of temporary employment agencies in 2022, which is equivalent to 1 employee for every 1.29 jobs in temporary employment. In the overall population of the private sector excluding temporary work, there are 1.06 jobs per employee in the same period. Temporary workers are in fact more likely to hold several jobs.

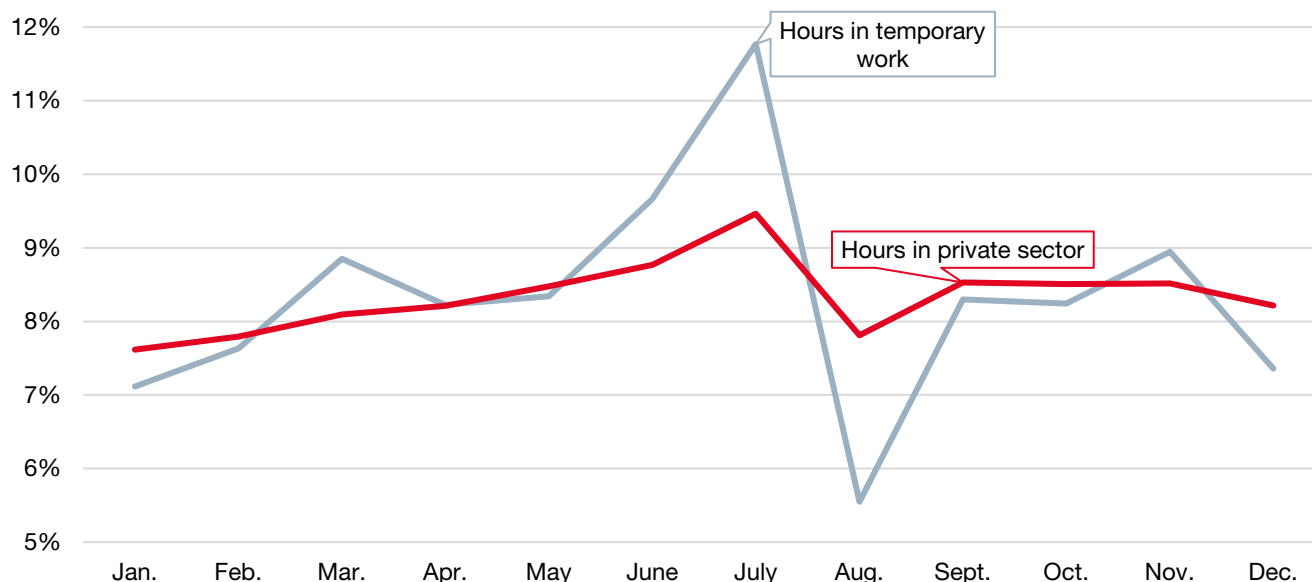
Figure 23. Change since 2013 in the number of employees in temporary work and the private-sector employees



Sources: *Caisses sociales de Monaco, Monaco Statistics*

Apart from a very slight fall in activity in 2016 (-0.6%), temporary agency workers have grown faster than the private sector as a whole over the decade. Their number multiplied by 1.6 between 2013 and 2022, i.e. an increase of almost 60% over the period (compared with 19% for the private sector).

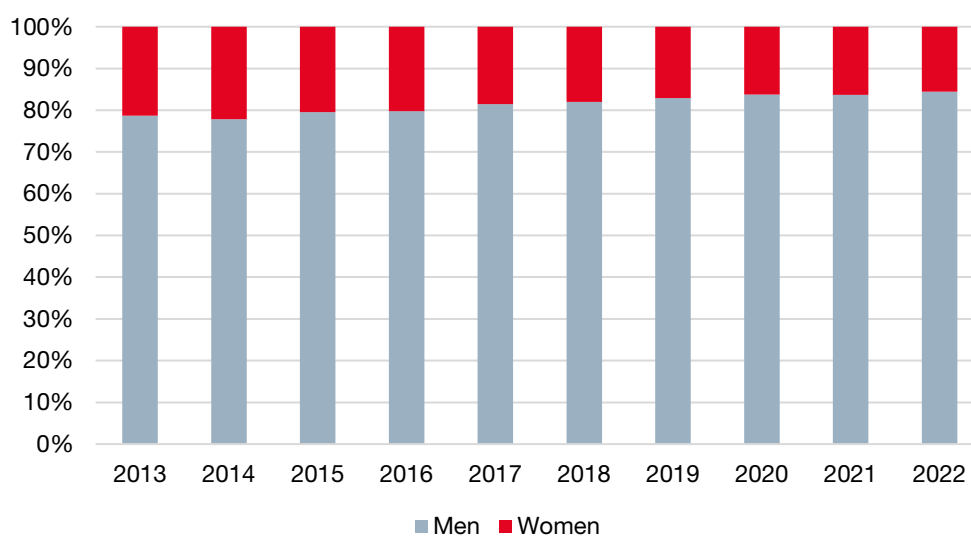
Figure 24. Seasonality of hours worked in temporary agency work and in the private sector in 2022



Sources: Caisses sociales de Monaco, Monaco Statistics

Temporary work is subject to much greater seasonality than private employment as a whole. In 2022, the volume of hours worked in temporary work exceeds 9 million (97.5 in the private sector). It reaches a peak in July, corresponding to 11.8% of the hours worked in temporary work for the whole year (i.e. more than 1 million hours). This increase, while also visible in the private sector as a whole, is much less marked. Conversely, temporary work slowed down in August, in line with the drop in activity traditionally observed in the Construction sector at this time (5.5% of the year's hours, i.e. around 500,000).

Figure 25. Ten-year change in the gender distribution of temporary agency workers



Sources: Caisses sociales de Monaco, Monaco Statistics

The population of temporary workers comprises 5,167 men and 950 women in 2022, i.e. 84.5% male employees. This proportion is much higher than in the private sector as a whole (61.1% men). The proportion of women among temporary agency workers has fallen over the past ten years, from 21.3% in 2013 to 15.5% in 2022.

The average age of a temporary worker is 40.6 years, which is almost two years younger than the overall average. As in the private sector as a whole, the population of temporary workers is ageing over the period 2013-2022, with an average age of 37.4 years ten years ago.

Figure 26. Distribution of temporary workers by place of residence in 2022

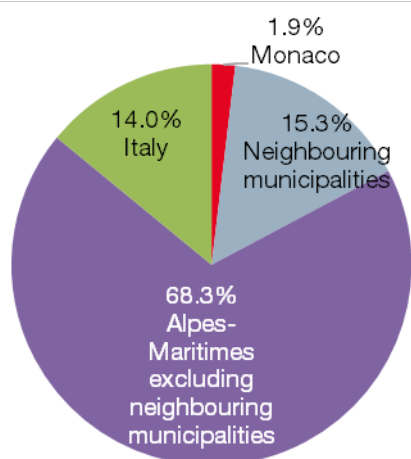
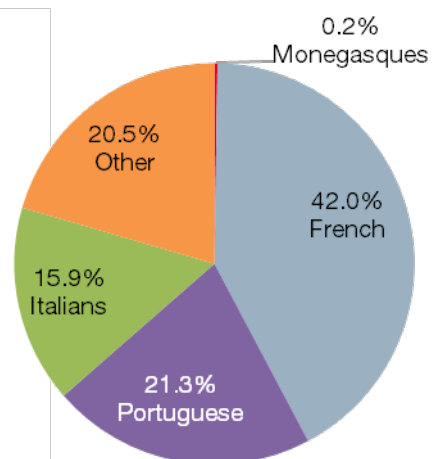


Figure 27. Distribution of temporary workers by nationality in 2022



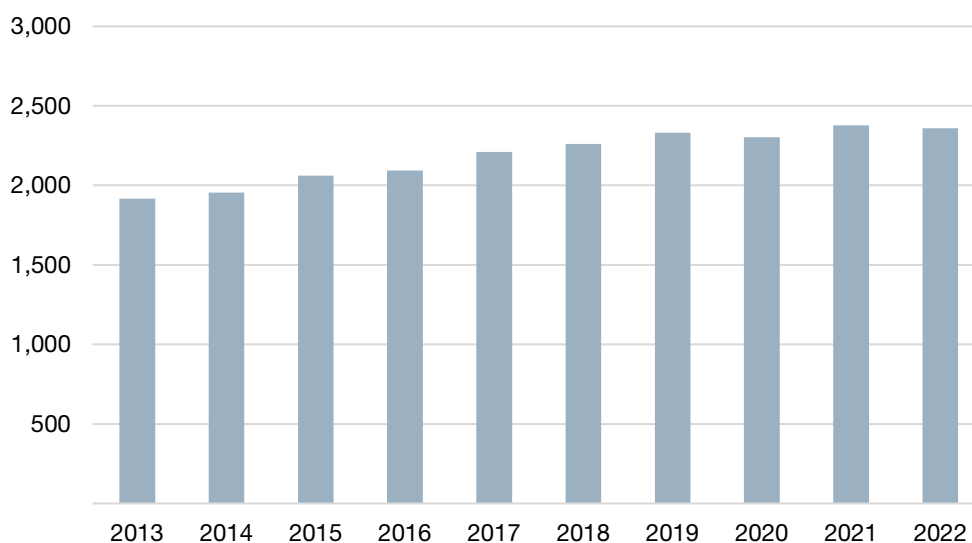
Sources: *Caisses sociales de Monaco, Monaco Statistics*

Almost all of the 6,117 employees of temporary work agencies reside outside the Principality in 2022, including 14.0% in Italy. 15.3% of the workers (i.e. just over 900 people) live in one of the four neighbouring municipalities. Most of the population, i.e. around 4,100 people, live in the Alpes-Maritimes outside the neighbouring communes. About a hundred people live in Monaco.

At the end of 2022, 42.0% of temporary workers were French, whereas this nationality accounts for more than 60% of the total workforce in the private sector. Portuguese workers, on the other hand, are much more represented in temporary work, with 1,300 people (21.3%) in second place. 15.9% of temporary workers are Italian, a proportion similar to the overall figure. Monegasques are practically absent from the population of employees of temporary work agencies.

2.9 Household staff represent 4% of the employed population in the private sector

Figure 28. Ten-year change of the household staff

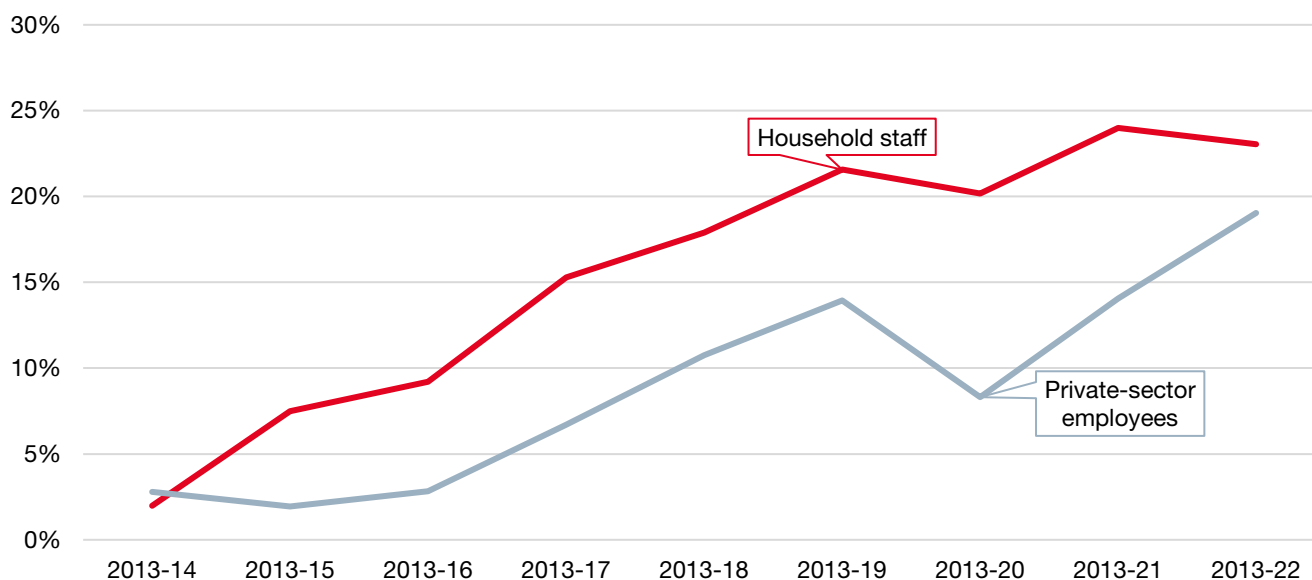


Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2022, 2,359 of Monaco's private sector employees were household staff (housekeepers, domestic workers, drivers, etc.). This category represents 4.3% of the employed population in the private sector, a proportion that has increased slightly since 2013.

They are more likely to hold several jobs: in fact, there are 1.40 domestic jobs per employee in 2022, whereas this ratio is 1.07 jobs for 1 employee in the rest of the private-sector employed population.

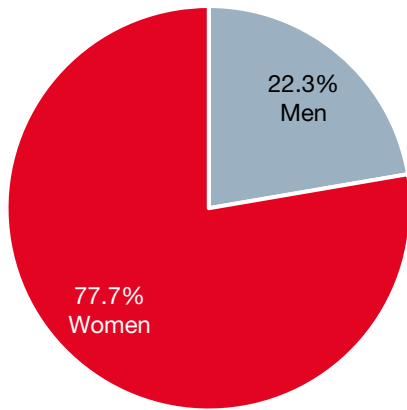
Figure 29. Change since 2013 in household staff and the number of private-sector employees



Sources: *Caisses sociales de Monaco, Monaco Statistics*

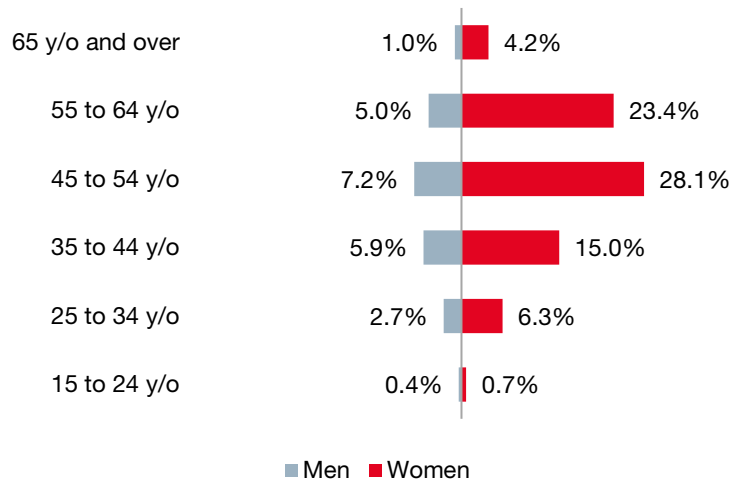
Household staff have grown more dynamically than all private-sector employees over the period 2013-2022: their numbers have increased by 23.0% since 2013 compared to 19.0% for the overall employed population.

Figure 30. Gender distribution of household staff in 2022



Sources: *Caisses sociales de Monaco, Monaco Statistics*

Figure 31. Distribution of household staff by age group and gender in 2022



Sources: *Caisses sociales de Monaco, Monaco Statistics*

In contrast to the overall employed workforce, the household staff population is overwhelmingly female. In fact, women represent almost 78% of the workforce in 2022. This category of employees is also considerably older than the overall workforce: the average age of domestic staff in 2022 is 49.1 years. Moreover, men are younger than women on average (47.0 and 49.7 years respectively), again in contrast to the situation for all private sector employees.

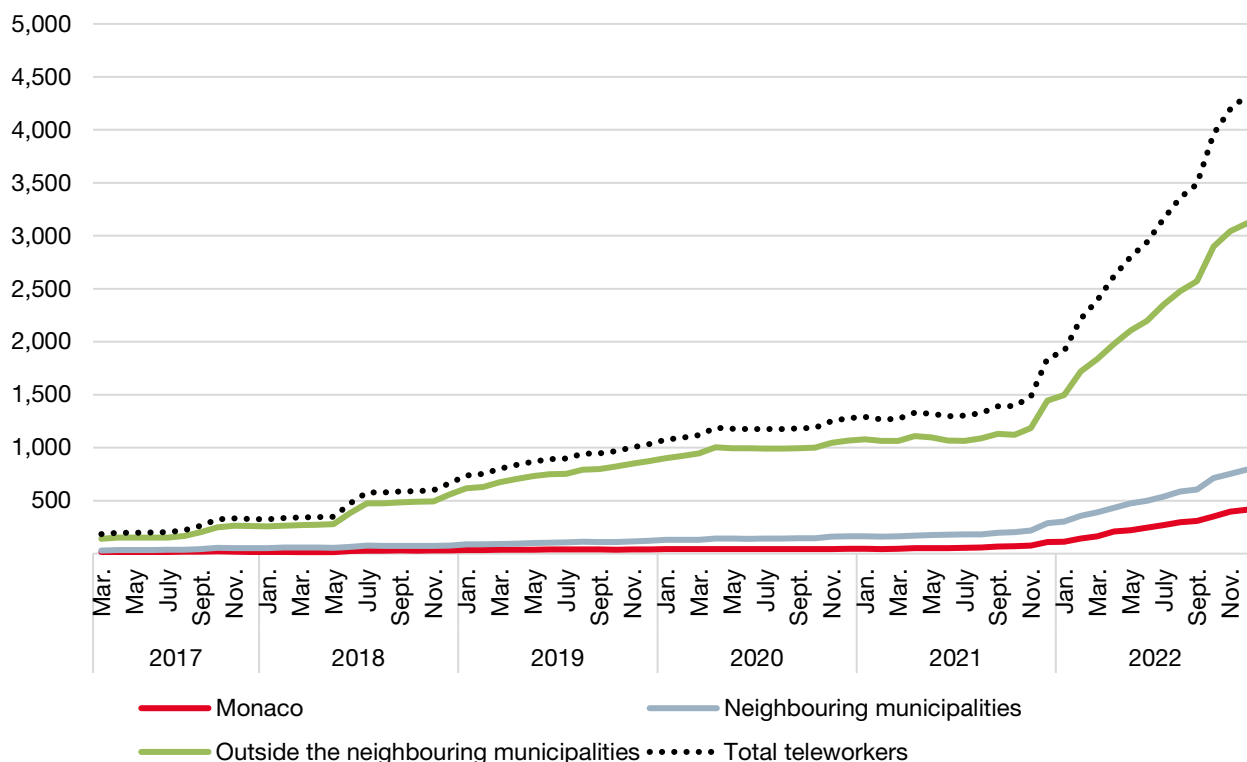
Employees of Portuguese nationality account for 23.8% of domestic staff. While the French account for more than 60% of the private sector employed population, they account for only 23.5% of domestic workers. They are followed by Italians and Filipinos. These four nationalities account for 79.1% of the household staff population.

2.10 More than 4,000 teleworkers by the end of 2022 in the private sector

After several years of negotiation with the French authorities, the Principality of Monaco has established a legal framework for the implementation of telework by creating a clear and protective framework for both employees and private sector employers. The implementation of telework requires the establishment of a framework arrangement which must be validated by the Department of Employment. This entails a change in the work permit for the employee concerned, who must be domiciled in Monaco or in France⁵. Statistics relating to teleworking were introduced in March 2017.

By December 2022, after more than five years of implementation, nearly 200 private sector employers were using telework, compared to about fifteen when the scheme started in 2017.

Figure 32. Evolution of the number of teleworking employees in the private sector by place of residence



Sources: Department of Employment, Monaco Statistics

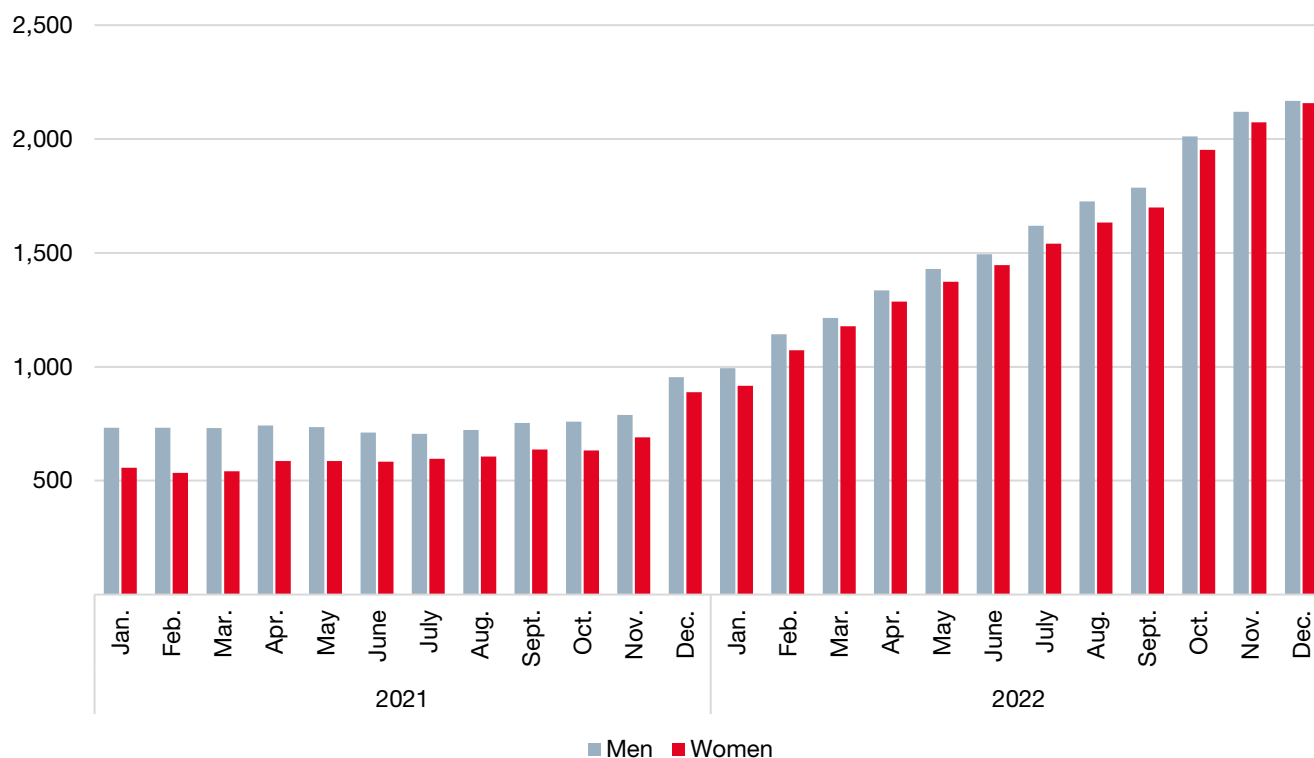
At the end of 2022, 4,324 employees in the private sector could telework. The number of teleworkers in the private sector is 24 times higher than in the first quarter of 2017. The population of teleworkers, which has been growing steadily since the launch of the scheme in the Principality, experienced a particularly dynamic evolution from the end of 2021, with more than 350 additional people between November and December. Thereafter, during 2022, the number of teleworkers more than doubled. Indeed, while the milestone of 1,000 teleworkers was reached in November 2019, the thresholds of 2,000, then 3,000 and 4,000 people were all exceeded between January and November 2022. At the same time, the emergency teleworking measure was extended several times⁶.

Until 2021, almost all teleworkers were resident in France. By the end of 2022, teleworkers were still in the majority, representing 90.5% of the teleworking population. Nearly three quarters of teleworkers lived beyond the neighbouring municipalities.

⁵ Law 1.429 of 4 July 2016 on telework

⁶ See 1.3.

Figure 33. Evolution of the number of teleworking employees in the private sector by gender



Sources: Department of Employment, Monaco Statistics

The teleworker population, which was predominantly male in 2021 (when this statistic began to be taken into account), has gradually become more female, reaching parity by the very end of 2022. The gender distribution among teleworkers does not reflect that of the overall private sector employee population, nor are all occupations practised by private sector employees represented among those who telework.

3 Civil service workforce

3.1 In 2022, more than 5,000 people are working in the Civil service

As at 31 December 2022, the Monegasque Civil service had 5,047 employees, an increase of 0.8% compared to the previous year, i.e. 39 additional people.

Table 5. Number of civil service employees, distribution by administrative attachment and gender in 2022

	Number of employees	Share of men	Share of women	Weight	Variation 2021/22
Governmental administration, including:	3,838	58.1%	41.9%	76.0%	0.0%
<i>Ministry of Interior</i>	2,034	60.9%	39.1%	40.3%	-0.2%
<i>Ministry of Public Works, the Environment and Urban Development</i>	760	82.2%	17.8%	15.1%	2.3%
<i>Ministry of State</i>	325	46.5%	53.5%	6.4%	2.8%
<i>Ministry of Health and Social Affairs</i>	319	23.8%	76.2%	6.3%	-8.1%
<i>Ministry of Finance and Economy</i>	306	35.0%	65.0%	6.1%	1.3%
<i>Ministry of Foreign Affairs and Cooperation</i>	94	34.0%	66.0%	1.9%	2.2%
Municipality	760	45.4%	54.6%	15.1%	4.7%
Prince's Palace	199	65.8%	34.2%	3.9%	2.1%
Department of Justice	160	44.4%	55.6%	3.2%	0.6%
Committees, assemblies and constitutional bodies	66	50.0%	50.0%	1.3%	0.0%
Foundations	14	57.1%	42.9%	0.3%	0.0%
Civil servants appointed in public organisations	10	40.0%	60.0%	0.2%	0.0%
TOTAL	5,047	55.9%	44.1%	100%	0.8%

Sources: Human Resources and Training Department, Monaco Statistics

Three quarters of the civil service workforce is in the Governmental Administration, which have 3,838 employees by the end of 2022. The Ministry of Interior, which includes the Police Department and the Department of Education, Youth and Sport, alone accounts for more than 2,000 people, or 40.3% of the total workforce. The Ministry of Public Works, the Environment and Urban Development is the second largest with 760 staff, equivalent to that of the Municipality. Nearly 200 people work at the Prince's Palace and 160 at the Department of Justice. The Committees, assemblies and constitutional bodies and the Foundations have some 80 employees at the end of 2022. In addition, 10 civil servants are appointed within the public organisations⁷.

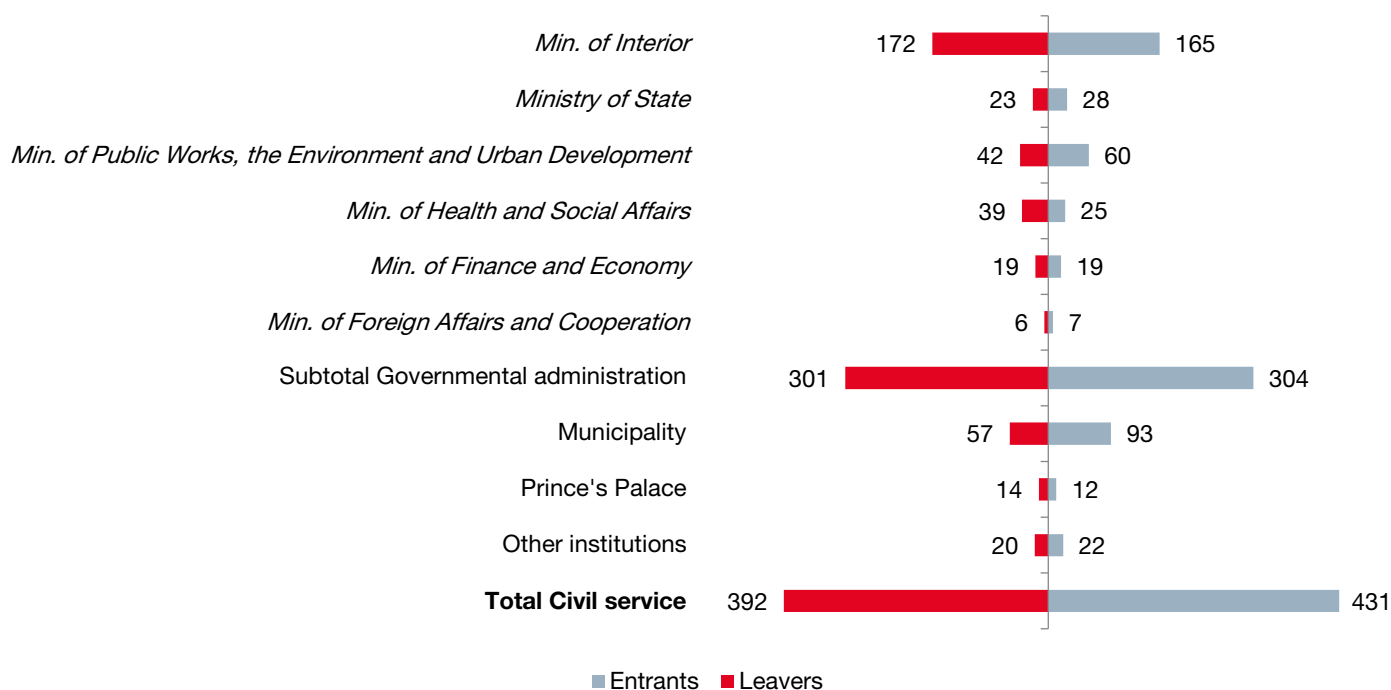
Like the overall population, the number of employees in relation to 2021 is relatively stable or slightly increasing in most administrative areas. It is within the Municipality that the increase is most marked between 2021 and 2022 (+4.7%). The Ministry of Health and Social Affairs, on the other hand, shows a fall in its workforce in 2022 of 8.1%, after a significant increase over the period 2019-2021 (due to reinforcement during the Covid-19 pandemic).

Overall, men are in the majority in the Civil service, at 55.9% in 2022. However, due to the nature of the activities of the different administrative entities, the gender distribution may vary significantly from one attachment to another. With 76.2% female employees in 2022, the Ministry of Health and Social Affairs appears to be the most feminised, with a quarter of its staff being school life assistants. Next come the Ministry of Foreign Affairs and Cooperation and the Ministry of Finance and Economy, each of which has more than 6 out of 10 women in its ranks at the same time. In contrast, the Ministry of Public Works, the Environment and Urban Development has by far the highest proportion of men (over 80%), with jobs almost exclusively occupied by male employees (receptionist, gardener, works manager).

Rule for counting civil servants: only the personnel in activity is taken into account, that is, employees in "active" position (the "detached service" and "availability or unpaid leave" positions are excluded). Substitutes replacing an employee on sick or maternity leave are not taken into account, as opposed to substitutes filling in for open positions or unpaid leave.

⁷ The public organisations comprise: the Monaco Scientific Center (CSM), the Nouveau Musée National de Monaco, the Centre Hospitalier Princesse Grace (including the A Quietüidine and Cap Fleuri residence, and the Rainier III Centre).

Figure 34. Number of entrants and leavers in the Civil service by administrative attachment between 2021 and 2022

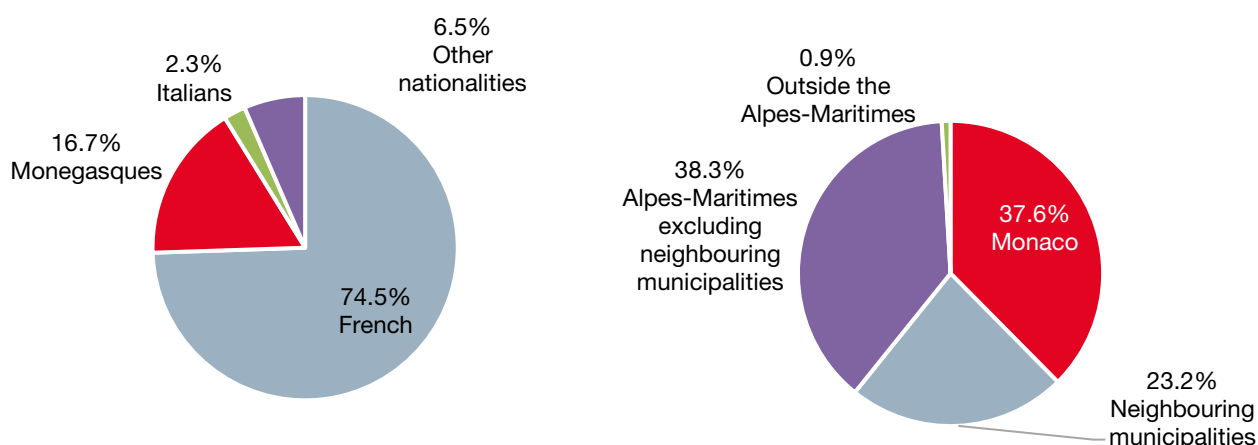


Sources: Human Resources and Training Department, Monaco Statistics

At the end of 2022, after 392 departures and 431 recruitments, the Monegasque Civil service has 39 more people than in 2021. Logically, it is in the Governmental Administration, which has the most staff, and particularly in the Ministry of Interior, that there have been the most movements over the period. However, the overall number of employees remained stable. With 36 additional people in one year, the Municipality had the largest net increase (incoming/outgoing).

The population of the 431 new entrants to the Civil service is equally divided (217 men and 214 women) and is 33.7 years old on average. 70.5% of these new recruits joined the Governmental Administration (more than half of them in the Ministry of Interior). 56.9% of the 2022 entrants occupy a category C post. Categories A and B represent 24.7% and 18.4% of hires respectively.

Figure 35. Nationality and place of residence of new entrants to the Civil service



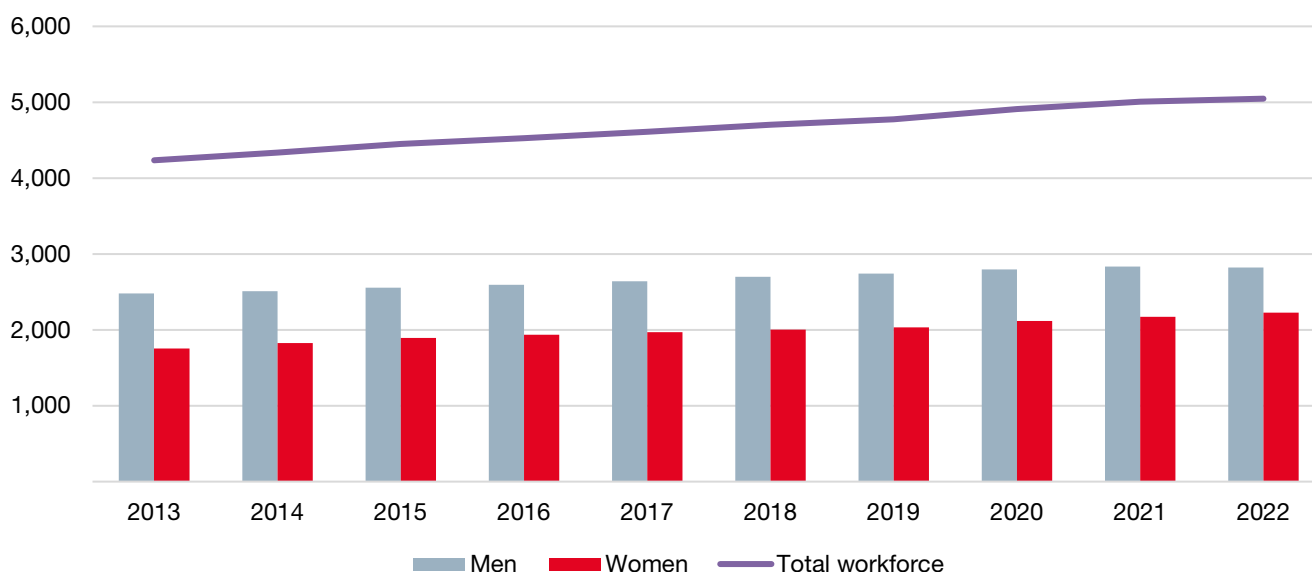
Sources: Human Resources and Training Department, Monaco Statistics

Three quarters of new entrants to the Civil service are of French nationality. There are 72 Monegasques (16.7%).

An equivalent proportion of recently arrived employees reside in Monaco or in the Alpes-Maritimes excluding neighbouring communes (around 38%).

3.2 The Civil Service workforce has grown by 19.2% in 10 years

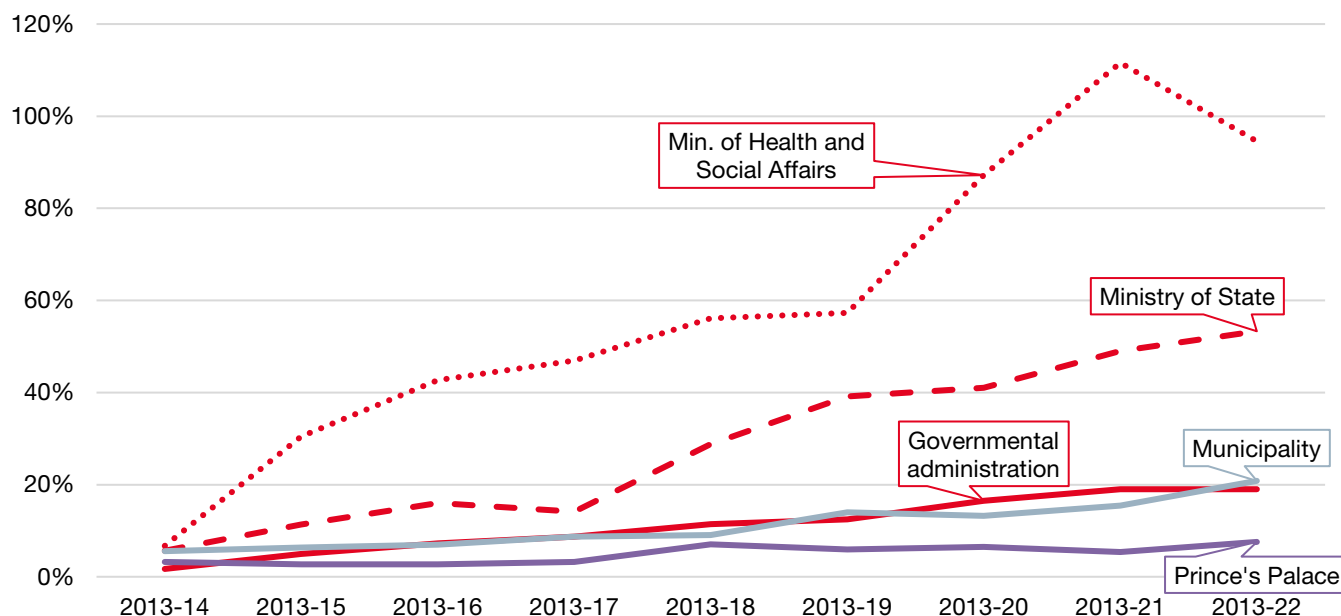
Figure 36. Ten-year change in the Civil service workforce overall and by gender



Sources: Human Resources and Training Department, Monaco Statistics

After exceeding 5,000 employees in 2021, the number of civil servants amounts to 5,047 (2,821 men and 2,226 women) at the end of 2022. At the end of 2013, it was 4,336, which corresponds to an increase of 812 employees or 19.2% over the period (average annual growth rate of 2%). At the same time, the salaried population of the private sector experienced a similar increase in volume (+19.0%).

Figure 37. Change since 2013 in the Civil service workforce by administrative attachment

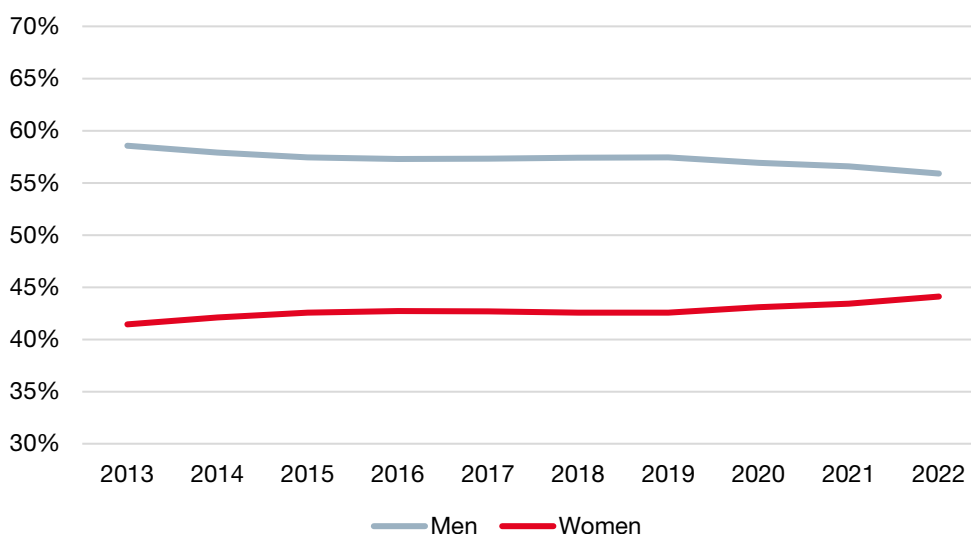


Sources: Human Resources and Training Department, Monaco Statistics

Within the Governmental Administration, the Ministry of Health and Social Affairs (DASS) has seen the greatest increase in proportion, having almost doubled over the decade (322 agents in 2022 compared to 164 in 2013). The number of staff in this Ministry increased in 2015, when the school life assistants were attached to the Department of Social Welfare and Social Services (previously assigned to the Municipality). The DASS was subsequently particularly reinforced during the Covid-19 pandemic (in 2020-2021). With a positive change of 53.3%, the Ministry of State also increased between 2013 and 2022. The Municipality has 20.8% more staff over the period. The number of staff at the Prince's Palace has increased to a lesser extent (+7.6%).

3.3 The proportion of women in the workforce has increased between 2013 and 2022

Figure 38. Ten-year change in the gender distribution of the Civil service workforce

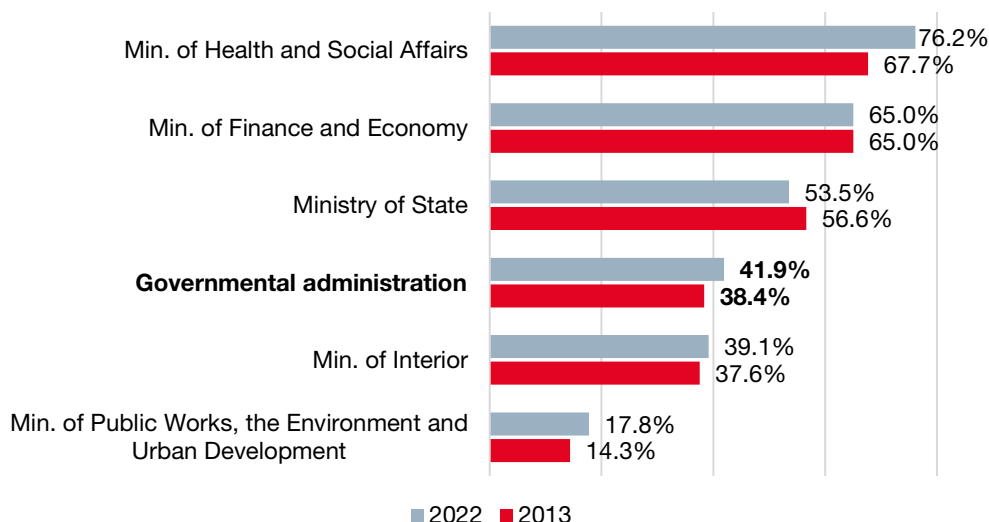


Sources: Human Resources and Training Department, Monaco Statistics

The gender balance in the Civil service has changed in favour of women over the period 2013-2022. While women represented 41.4% of the workforce in 2013, their share rises to 44.1% in 2022, i.e. 2.7 points more in ten years. The employed population in the public sector appears to be slightly more female than in the private sector (38.9% women in 2022).

While the proportion of women remained stable between 2013 and 2022 at the Municipality and among the staff of the Prince's Palace (respectively around 55% and one third of the workforce in these entities), it increased more markedly within the Governmental Administration over the period.

Figure 39. Evolution of the proportion of women in the Governmental administration

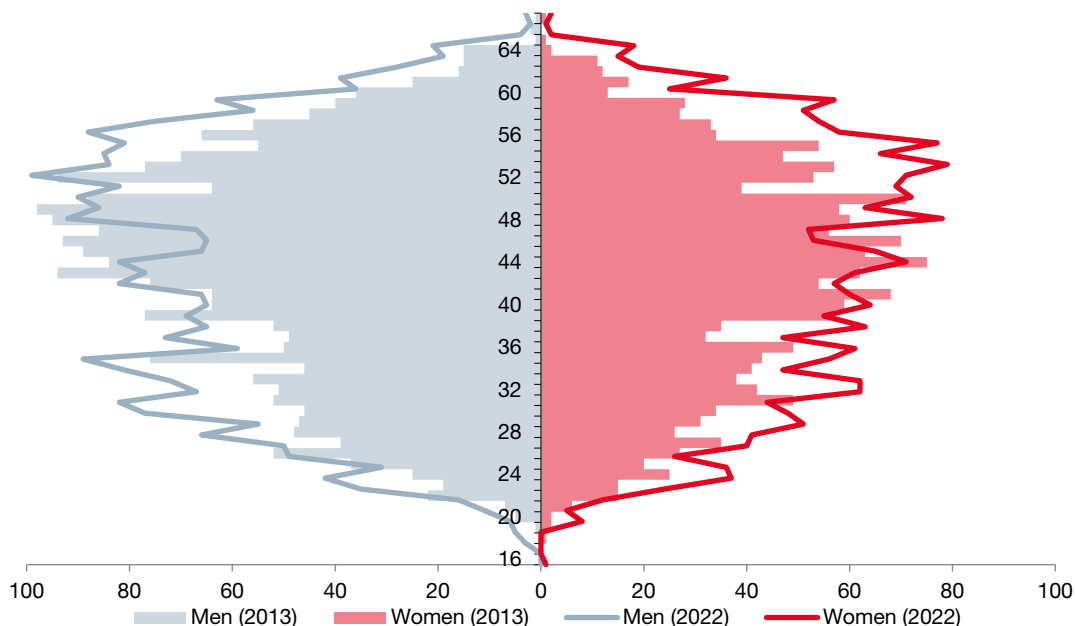


Sources: Human Resources and Training Department, Monaco Statistics

By the end of 2022, 41.9% of employees in the Governmental Administration are women. Ten years earlier, women accounted for 38.4% of the workforce. The Ministry of Health and Social Affairs has seen the greatest increase in the proportion of women employees, rising by 8.5 percentage points between 2013 and 2022. Although it is by far the most male-dominated department, the Ministry of Public Works, the Environment and Urban Development has also become more female over the period (+3.5 points). While the Ministry of Interior shows a smaller increase in the share of women, the Ministry of Finance and Economy maintains a strictly equal gender distribution over the decade. Only the Ministry of State has a higher proportion of men in 2022 than in 2013, although it remains predominantly female.

3.4 The average age of the workforce has remained stable, with the French still in the majority

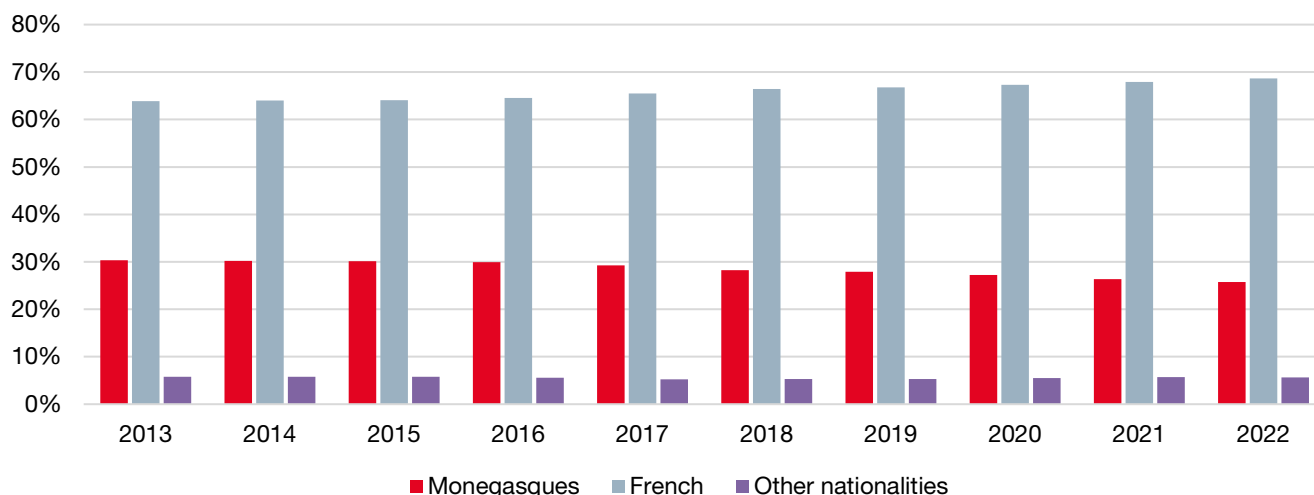
Figure 40. Age pyramid 2013 and 2022 in the Civil service



Sources: Human Resources and Training Department, Monaco Statistics

In 2022, Civil service employees are 43.4 years old on average (i.e. one year older than in the private sector). At 43.6 years of age compared to 43.3 for men, women are very slightly older than their male counterparts. The average age of Civil service staff was 43.2 years in 2013 and has fluctuated around 43.5 years thereafter. While this average has changed little overall over the decade, the age structure of the population has changed. The core age group of 35-54 year olds, which accounted for 62.6% of employees in 2013, has fallen to 55.6% ten years later. At the same time, the share of under-35s has increased over the period (+2.9 points between 2013 and 2022), as has the share of those aged 55 and over (+4.1 points). Thus, the shape of the age pyramid has expanded over the decade.

Figure 41. Ten-year change in the nationality distribution of the Civil service workforce

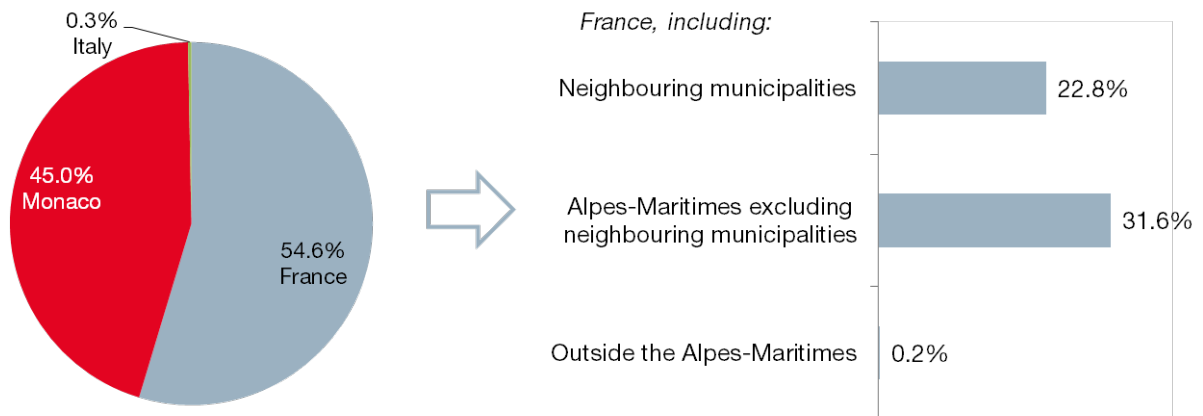


Sources: Human Resources and Training Department, Monaco Statistics

In ten years, the proportion of employees of French nationality has steadily increased among Civil service staff. Indeed, the number of French nationals has continued to increase (+760 over the decade), with the latter representing 68.6% of the workforce in 2022 compared to 63.8% in 2013. At the same time, the number of Monegasques has remained relatively constant at around 1,300 people, so their relative weight has decreased over the period: a quarter (25.7%) of staff are nationals in 2022 compared to 30.4% ten years previously. The small proportion of employees with another nationality is also stable over the period, at around 5.5% each year.

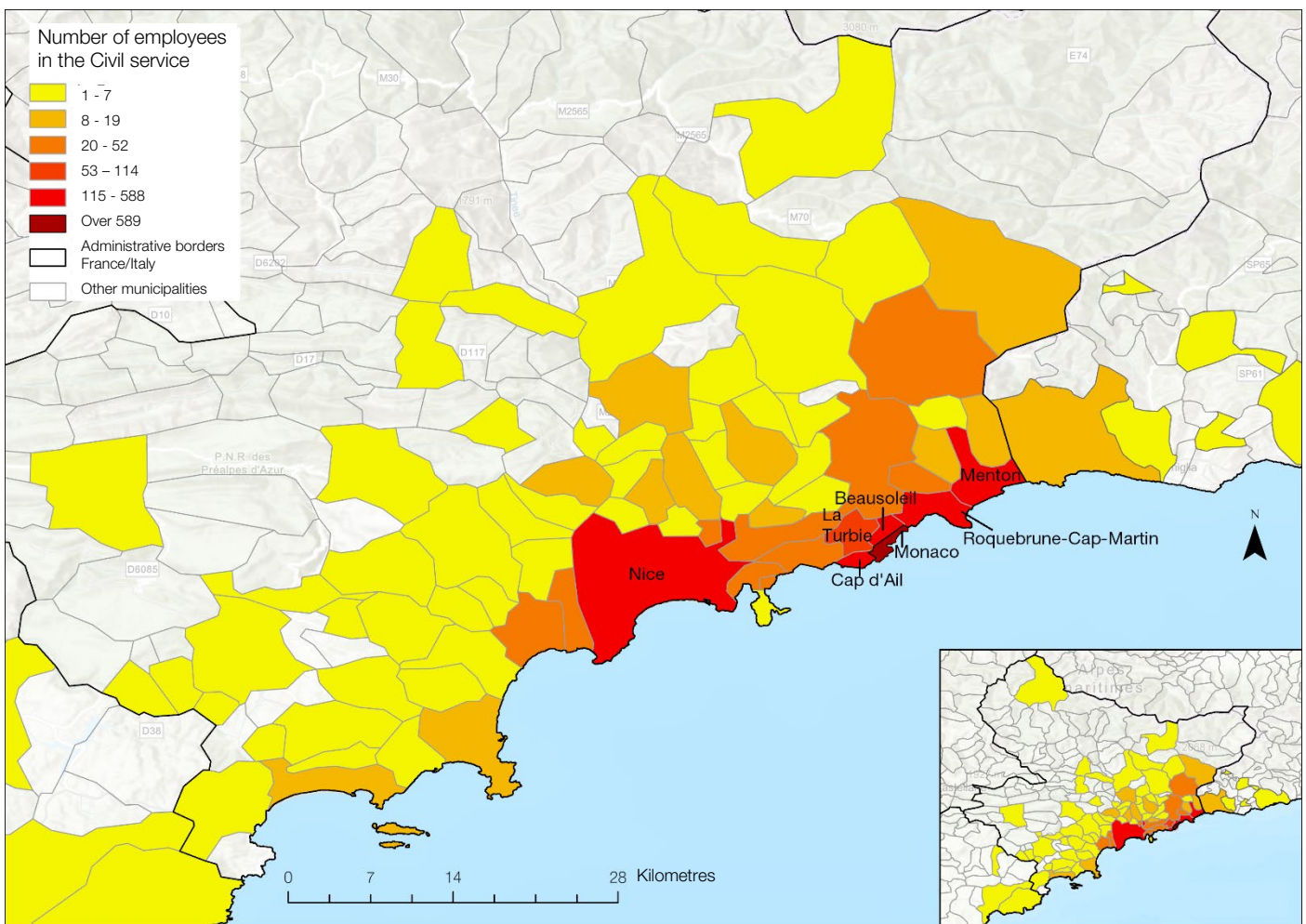
3.5 More and more commuters are working in the Civil service

Figure 42. Distribution of Civil service employees by place of residence in 2022



Sources: Human Resources and Training Department, Monaco Statistics

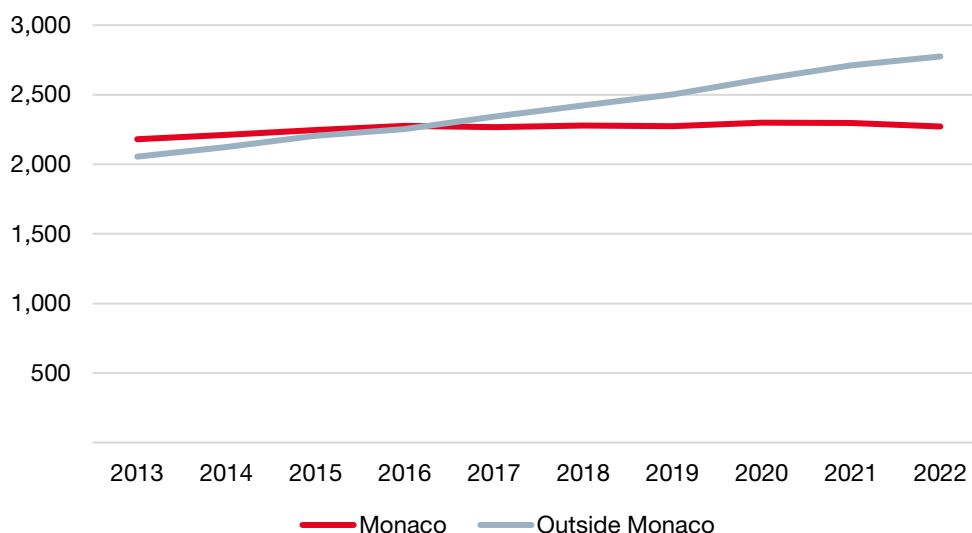
Figure 43. Number of Civil service employees by municipality of residence in 2022



Sources: Human Resources and Training Department, Monaco Statistics

Monaco is the leading commune of residence for civil servants, accounting for 45.0% of them in 2022 (i.e. 2,272 people). Nice and Menton, with 11.7% and 7.7% of the workforce respectively, complete the podium. Next come the neighbouring municipalities (which together account for 22.9% of employees or more than 1,100 people), with Roquebrune-Cap-Martin in the lead at 7.3%. The remainder of the population, just under 13%, reside in a municipality other than those mentioned above.

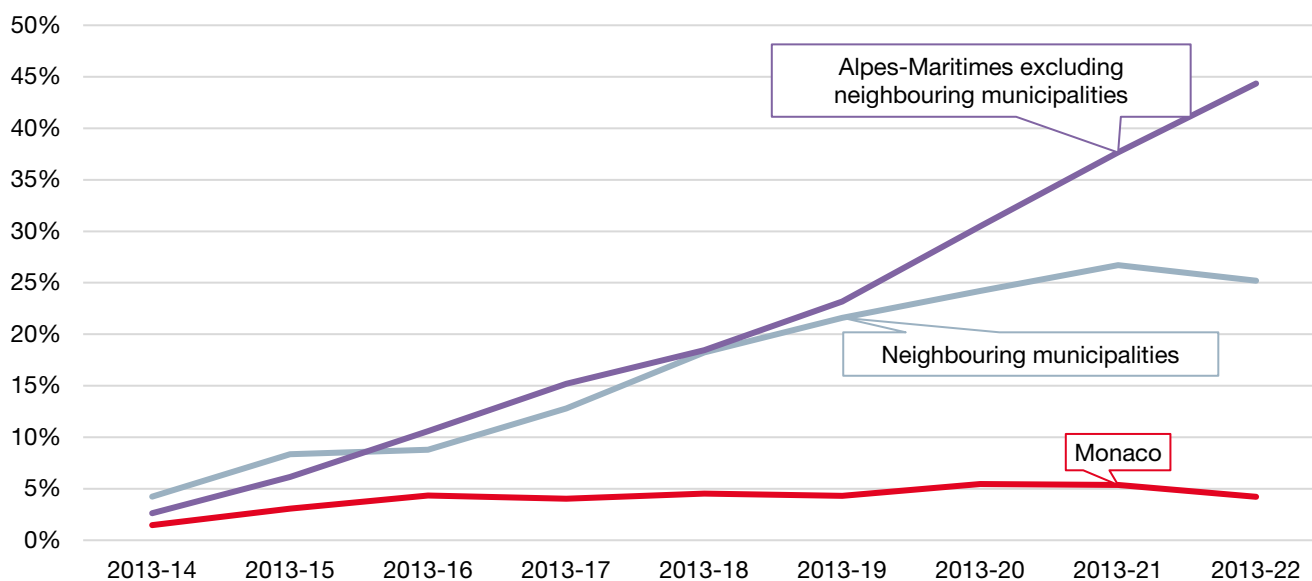
Figure 44. Ten-year change of the Civil service workforce by residence



Sources: Human Resources and Training Department, Monaco Statistics

In 2013, the majority of Civil service employees living in Monaco were 51.5% or 2,180 people. While this number has increased little over ten years, the number of commuters has risen sharply over the period, from around 2,000 to almost 2,800 employees between 2013 and 2022 (i.e. +35.0%). As a result, civil servants living in Monaco will represent only 45.0% of the population in 2022. At the same time, the resident population of the Principality has increased by more than 6% while that of the Alpes-Maritimes has increased by 1.5% between 2013 and 2020⁸.

Figure 45. Change since 2013 in the Civil service workforce by area of residence



Sources: Human Resources and Training Department, Monaco Statistics

Among the civil servants living outside the Principality, those living in neighbouring municipalities have developed in the same way as those in the Alpes-Maritimes excluding neighbouring municipalities until 2019: their numbers have increased by 21.6% and 23.2% respectively over the period 2013-2019. From 2020 onwards, the rise in the number of staff living beyond the bordering communes was more dynamic, while that of residents of the bordering communes slowed down. In 2022, there are 44.3% more employees living in the Alpes-Maritimes excluding neighbouring municipalities than in 2013. This variation is +25.2% between 2013 and 2022 for civil servants living in a commune bordering the Principality.

⁸ Source: Insee, Population census 2020 (latest data available)

4 Employers

4.1 The number of private-sector employers rises to 6,357 by 2022

Monaco had 6,357 private sector employers at the end of 2022, a slight increase on the previous year (+0.5%).

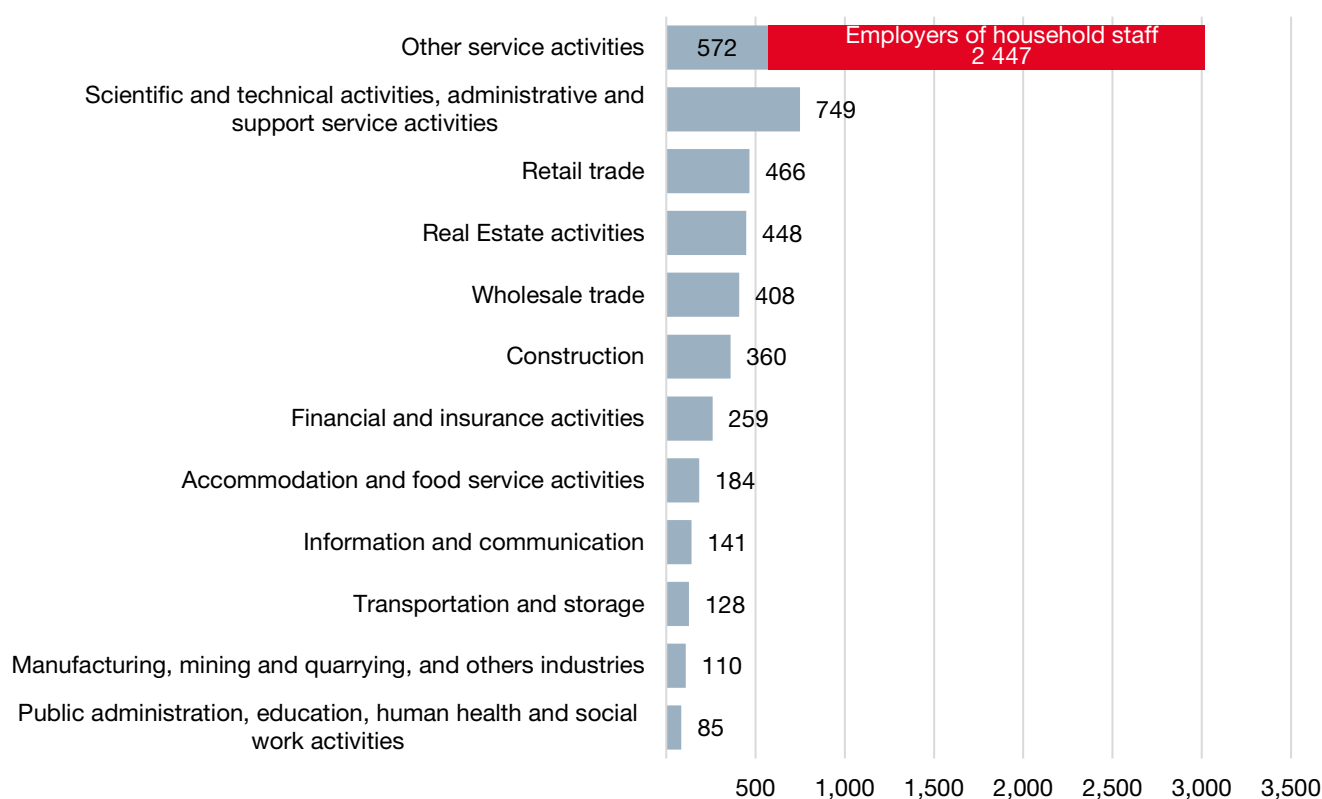
Table 6. Number of private-sector employers and breakdown by type and size of workforce in 2022

	Number of entities	Share	Variation 2021/22
Employers of household staff:	2,447	38.5%	-1.1%
Under 5 employees	2,419	38.1%	-1.1%
5 to 9 employees	28	0.4%	-3.4%
Except employers of household staff:	3,910	61.5%	1.5%
Under 5 employees	2,373	37.3%	1.2%
5 to 9 employees	694	10.9%	-3.6%
10 to 49 employees	669	10.5%	6.9%
50 to 199 employees	136	2.1%	8.8%
200 employees and over	38	0.6%	2.7%
Total	6,357	100%	0.5%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

The 2,447 entities hiring household staff represent 38.5% of all private-sector employers. This type of structure is slightly down on the previous year. 4,792 employers, i.e. more than three quarters of the total, have fewer than five employees. Only 38 entities, corresponding to less than 1%, have at least 200 employees.

Figure 46. Distribution of private-sector employers by MES in 2022



Sources: *Caisses sociales de Monaco, Monaco Statistics*

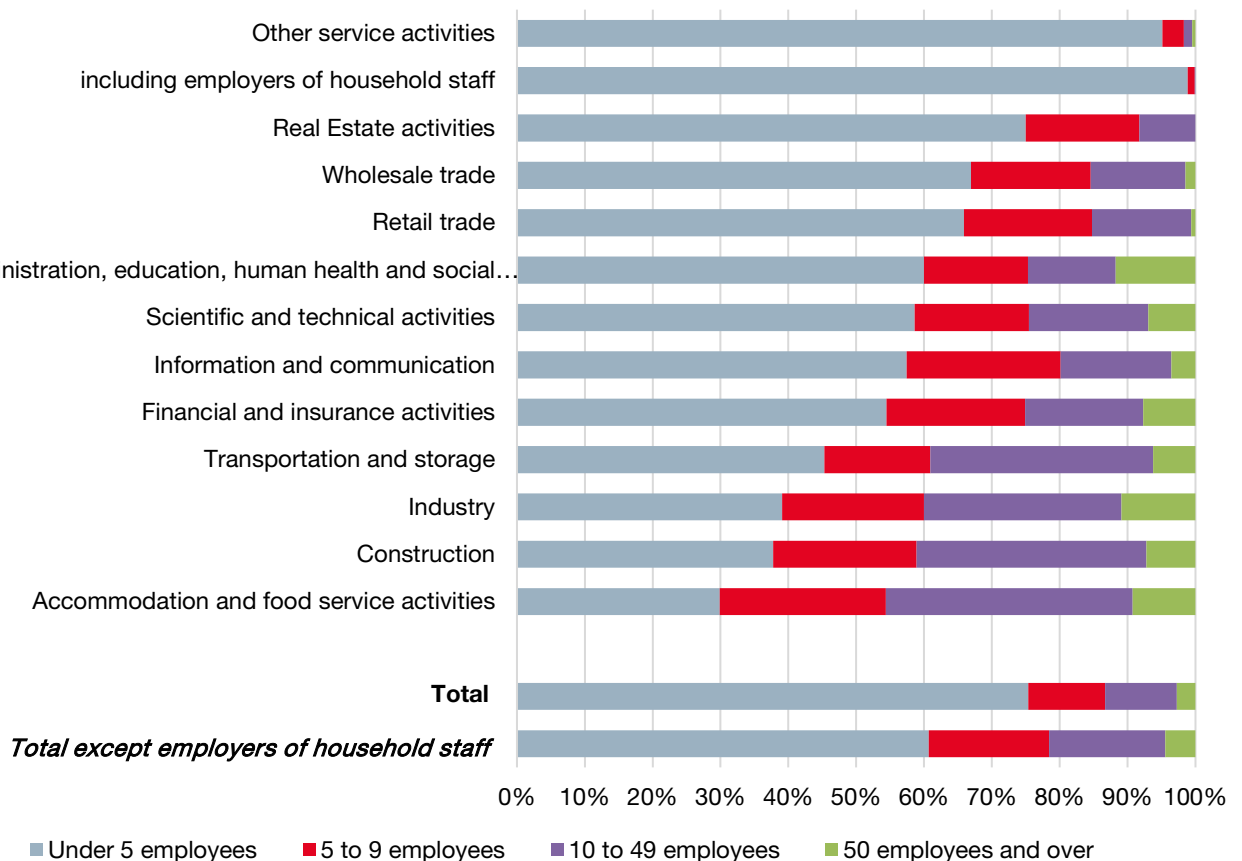
The largest number of entities (more than 3,000 in all, or 47.5%) is found in Other service activities, which includes the activity of employers of domestic staff. This is followed by Scientific and technical activities, administrative and support service activities, the leading sector in terms of salaried employment. Between 2021 and 2022, Transportation and storage is the MES whose number of employers has increased the most (+13) and Other services activities the one that has lost the most (-17).

Table 7. Distribution of private-sector employers by size of workforce by MES in 2022

	Under 5 employees	5 to 9 employees	10 to 49 employees	50 to 199 employees	200 employees and over	Total
Other service activities	2,872	96	36	12	3	3,019
<i>including employers of household staff</i>	<i>2,419</i>	<i>25</i>	<i>3</i>			<i>2,447</i>
Scientific and technical activities, administrative and support service activities	439	126	132	35	17	749
Retail trade	307	88	68	2	1	466
Real Estate activities	336	75	37	0	0	448
Wholesale trade	273	72	57	6	0	408
Construction	136	76	122	25	1	360
Financial and insurance activities	141	53	45	16	4	259
Accommodation and food service activities	55	45	67	12	5	184
Information and communication	81	32	23	3	2	141
Transportation and storage	58	20	42	8	0	128
Manufacturing, mining and quarrying, and others industries	43	23	32	10	2	110
Public administration, education, human health and social work activities	51	13	11	7	3	85
Total	4,792	719	672	136	38	6,357
Total except employers of household staff	2,373	694	669	136	38	3,910

Sources: Caisses sociales de Monaco, Monaco Statistics

Figure 47. Distribution of private-sector employers by size of workforce by MES in 2022

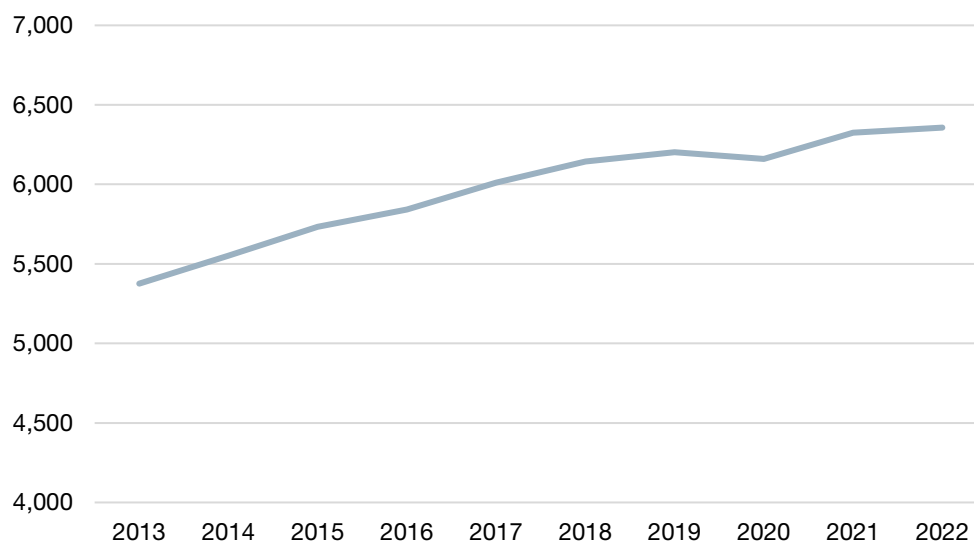


Sources: Caisses sociales de Monaco, Monaco Statistics

The structure of employers differs markedly by business sector. Although the size of company with less than 5 employees remains predominant overall and in all MESs except Accommodation and food service activities, at the end of 2022 the proportion of this category varies from 37.8% in Construction to 95.1% in Other service activities, and even almost all (98.8%) for employers of household staff. The largest structures are found in Public administration, education, human health and social work activities and Industry: more than 10% of employers in these MESs have at least 50 employees. In the Accommodation and food service activities sector, it is the 10 to 49 employee bracket that predominates. More than a third of employers in the Construction sector are in this category.

4.2 Almost a thousand more employers in ten years

Figure 48. Ten-year change in the number of private-sector employers



Sources: *Caisses sociales de Monaco, Monaco Statistics*

With 6,357 private-sector employers in 2022 compared to 5,376 in 2013, the number of structures employing workers has increased by 18.2% over the period, which corresponds to 981 additional employers in ten years.

With the exception of the year 2020, which saw a drop in activity due to the health crisis, the number of employers has continued to grow over the period 2013 to 2022.

5 Self-employed workers

5.1 Nearly 5,800 self-employed by the end of 2022

By 31 December 2022, the number of active self-employed workers is increasing, as is their activities.

Table 8. Number of open activities and self-employed workers in 2022

	Number	Variation 2021/22
Self-employed workers	5,767	4.0%
Activities	6,185	3.3%
Ratio activities/self-employed	1.07	

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Monaco has 5,767 active self-employed workers for 6,185 open activities, an increase of 4.0% and 3.3% respectively compared to 31 December 2021. On average, a self-employed person occupies 1.07 activities at the end of 2022.

Table 9. Breakdown of top 20 self-employed activities by type in 2022

	Number of activities	Share of activities occupied by men	Share of activities occupied by women	Weight	Variation 2021/22
Wholesale trade	963	77.0%	23.0%	15.6%	3.8%
Specialised activities (design, photographic act.)	837	68.3%	31.7%	13.5%	8.1%
Management consultancy activities	586	73.2%	26.8%	9.5%	5.0%
Real estate activities	426	75.5%	24.5%	6.9%	-4.5%
Retail sales in stores	370	55.5%	44.5%	6.0%	-1.6%
Administrative and support service activities	340	64.0%	36.0%	5.5%	2.4%
Information and communication	310	85.4%	14.6%	5.0%	6.9%
Arts, entertainment and recreation	308	69.9%	30.1%	5.0%	4.8%
Construction	286	85.0%	15.0%	4.6%	3.2%
Medical and dental practice activities	224	65.9%	34.1%	3.6%	0.4%
Accommodation and food service activities	193	72.0%	28.0%	3.1%	2.1%
Architectural and engineering activities	144	89.3%	10.7%	2.3%	9.1%
Education, Public administration	141	53.9%	46.1%	2.3%	2.2%
Other personal service activities	123	57.9%	42.1%	2.0%	-0.8%
Legal and accounting activities	107	63.6%	36.4%	1.7%	1.9%
Taxi operation	106	88.7%	11.3%	1.7%	0.0%
Paramedical professions	98	49.0%	51.0%	1.6%	-3.0%
Retail trade not in stores	97	68.0%	32.0%	1.6%	9.0%
Hairdressing and other beauty treatment	97	23.2%	76.8%	1.6%	6.6%
Other transportation and storage activities	90	83.9%	16.1%	1.5%	-2.2%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

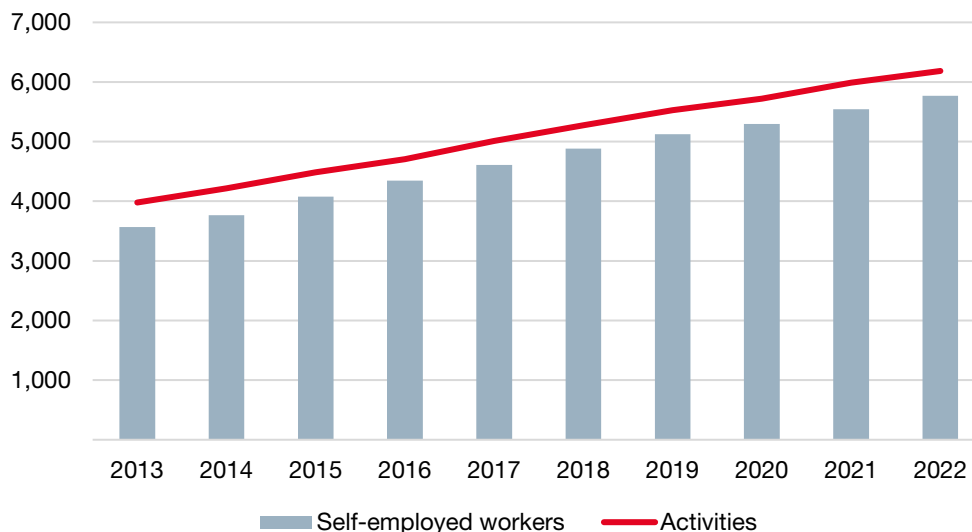
Activities relating to Wholesale trade are the most numerous among the self-employed, amounting to almost a thousand at the end of 2022, i.e. 15.6% of all activities. This is followed by Specialised activities and then those related to Management consultancy, which represent 13.5% and 9.5% respectively. These three groups of activities, which account for almost 40% of the total, are up on the previous year. With +9.1%, the strongest growth between 2021 and 2022 is in the Architectural and engineering activities. Retail trade not in stores has experienced a similar development over the year (+9.0%). Real estate activities, numbering 426, are down by 4.5%, corresponding to 20 fewer activities than at the end of 2021.

As the population of self-employed workers is predominantly male, most activities are more often held by men. Only the Hairdressing and other beauty group appears to be very clearly feminine with almost 8 out of 10 activities occupied by women. In contrast, the activities of Taxi operation, like those of Architectural and engineering activities, are almost exclusively male. With 49% of activities held by men, the Paramedical professions remain the type of activity that is closest to parity.

5.2 The activity of the self-employed has continued to grow between 2013 and 2022

Figure 49. Ten-year change in the number of self-employed workers and their activities

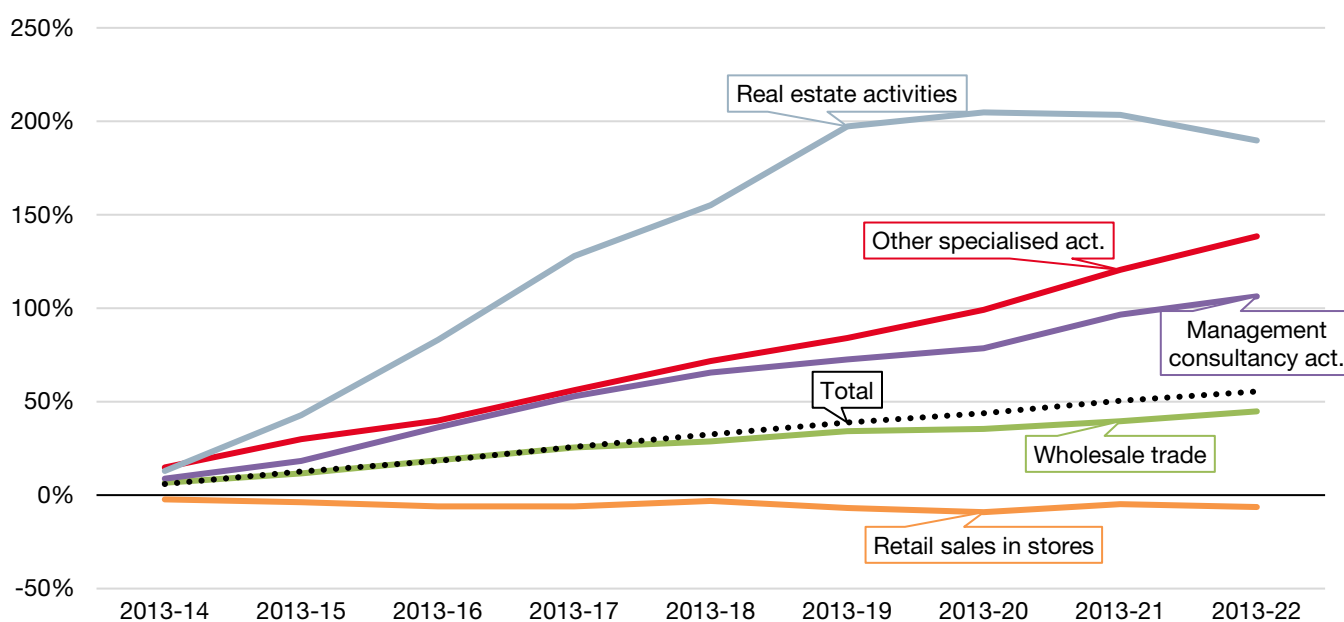
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Sources: Caisses sociales de Monaco, Monaco Statistics

The number of self-employed workers and their activities has steadily increased since 2013. Thus, in 2022, there are around 2,200 more activities and workers than ten years ago.

Figure 50. Change since 2013 in the top five activities of self-employed workers



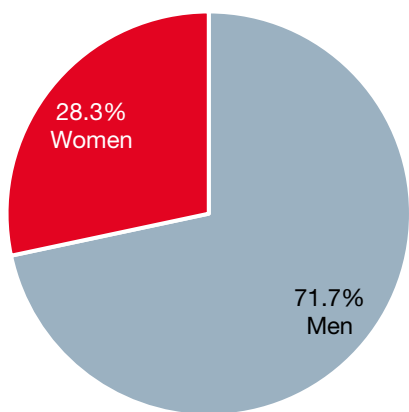
Sources: Caisses sociales de Monaco, Monaco Statistics

While the overall number of activities of the self-employed increased by 55.4% over the period 2013-2022, the number of activities in the Wholesale trade sector grew slightly less (+44.8%, or 298 additional activities). With 486 more activities opened than ten years earlier, Specialised activities of self-employed persons experienced the largest growth in value. Despite the downturn in 2022, Real estate activities have almost tripled over the period and show the largest increase in the number of activities by volume since 2013 (+189.8%). Only Retail sales in stores and Accommodation and food service have fewer independent activities in 2022 than in 2013 (-6.3% and -2.0% respectively).

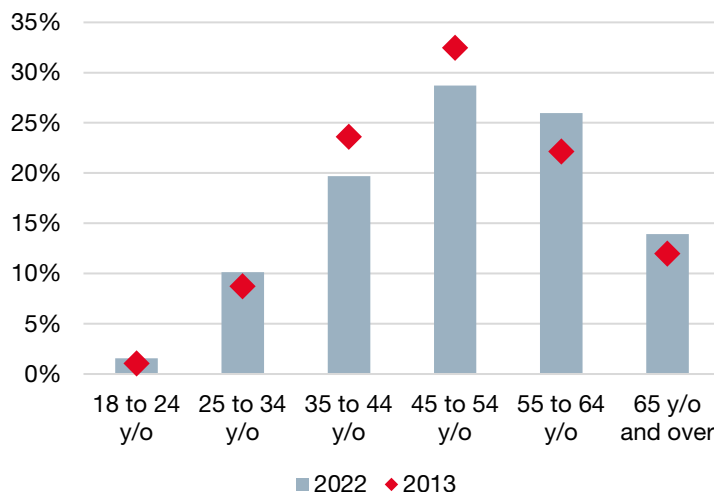
5.3 The self-employed are predominantly male and in their fifties

Figure 51. Gender distribution of self-employed workers in 2022

Figure 52. Evolution of the distribution of self-employed workers by age group



Sources: *Caisses sociales de Monaco, Monaco Statistics*



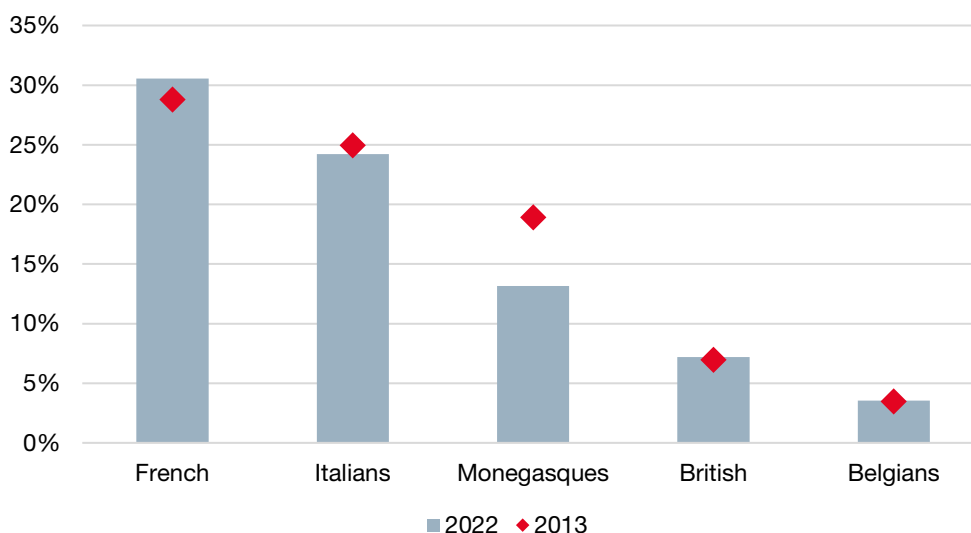
Sources: *Caisses sociales de Monaco, Monaco Statistics*

4,133 men and 1,634 women make up the population of self-employed workers at the end of 2022, which corresponds to a gender distribution of 71.7% – 28.3%. The proportion of men is thus more than 10 points higher than that of private-sector employees. Although women are still very much in the minority among the self-employed, their share has increased slightly over the decade (they represented 27.7% in 2013).

In 2022, the average age of a self-employed person will be 50.8 years (48.8 years for women and 51.7 years for men), compared with 50 years in 2013. Thus, the 45-54 age group remains the most represented in this population. In 2022, the 55-64 age group accounts for 26.0% of the self-employed, compared with 22.2% in 2013. The proportion of 35 to 44 year olds, which was similar at the time (23.6%), represents less than 20% ten years later, marking the ageing of this population.

5.4 More than 750 self-employed workers are of Monegasque nationality in 2022

Figure 53. Change in the distribution of the 5 most represented nationalities among self-employed workers



Sources: *Caisses sociales de Monaco, Monaco Statistics*

With 1,760 people in 2022, i.e. more than 30%, French nationals remain the most represented among the self-employed. Next come Italians at 24.4%. The relative weight of Monegasques has fallen sharply, from 18.9% to 13.2% in ten years. In 2022, there are 758 of them. The number of activities occupied by nationals amounts to 1,108, thus, on average, a Monegasque self-employed worker occupies 1.46 activities at the end of 2022 (ratio of 1.07 overall). Real estate activities are the most numerous and represent 10.0% of the activities of Monegasques, followed by Retail sales in stores (8.5%).

Methodological guidelines

Sources

All statistics presented in this Observatory are derived from administrative sources made available to Monaco Statistics.

Information on employment comes mainly from two different sources: the Human Resources and Training Department (DRHFFP) for the public sector and the Caisses Sociales de Monaco (CSM) for the private sector.

The DRHFFP manages the recruitment, training, monitoring and career development of the Monegasque Civil service (civil servants and non-tenured State employees). The historical information available on Civil service employees dates back to 2013, following the overhaul of the computerised workforce management system.

As the CSMs are responsible for managing the compulsory social security schemes for employees and self-employed persons in the Principality, they are the preferred source of all data relating to employees and employers in the private sector, as well as those of self-employed workers.

Information on private-sector employees and employers has been provided to Monaco Statistics since 2012, except for place of residence which has been available since 2017. Data on the self-employed have been available since 2013.

In 2022, the Caisses Sociales de Monaco data on private-sector salaried employment was revised. Thus, changes and results prior to 2022 may differ from those in previous Monaco Statistics publications.

Statistics on telework are provided by the Employment Department, responsible for the elaboration and application of labour legislation and regulations in Monaco.

Definitions

- Salaried jobs in the private sector: a job corresponds to the employee/employer pair. An active job is a job for which at least one hour of work or a non-zero wage has been declared in the period analysed.
- Employees in the private sector: an employee is represented as a weight corresponding to the proportion of hours worked with his or her various employers.
- Civil service employees: only the personnel in activity are taken into account, that is, employees in “active” position (the “detached service” and “availability or unpaid leave” positions are excluded). Substitutes replacing an employee on sick or maternity leave are not taken into account, as opposed to substitutes filling in for open positions or unpaid leave.
- Household staff: the categorisation "Household staff" is based on the type of contributor registered with the Caisses Sociales de Monaco.
- Self-employed workers: all individuals authorised to conduct a professional activity in Monaco on a self-employed basis (this activity may be of a craft-based, industrial or commercial nature, or it may be a liberal profession) are considered to be self-employed workers, with the exception of non-employee directors of Sociétés Anonymes Monégasques (± Monegasque joint-stock companies). A self-employed worker may operate several businesses. Equally, a business may be run by several self-employed workers.
- Major Economic Sectors (MES): the sectoral statistics of the Monegasque economy are studied according to the breakdown into 12 Major Economic Sectors (MES) defined by Monaco Statistics following the adoption of the French Nomenclature of Activities (NAF rev. 2, 2008) on 1 January 2012. In order to be as close as possible to the reality of the Monegasque economic tissue, twelve major sectors of activity, which form an aggregation of the 88 divisions (level 2) of the NAF rev. 2, 2008, were selected.

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