

EMPLOYMENT OBSERVATORY

April 2025

2024

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Introduction

In an ever-evolving economic landscape, having a detailed and up-to-date understanding of the labour market is a strategic priority for policymakers, businesses, and social partners. It is with this objective in mind that the Employment Observatory of the Principality of Monaco was established. Its aim is to provide a clear, objective, and well-documented overview of employment dynamics, based on reliable data¹ and in-depth analysis.

The Monegasque labour market is characterised by several specific features, particularly in comparison with its French and Italian neighbours, reflecting the unique geographical and economic context of the Principality. The number of workers is nearly twice that of the resident population. The salaried workforce, which is predominantly employed in the private sector (over 90%), typically works in small enterprises, and largely resides outside Monaco. Monegasque nationals represent a minority. Certain business sectors are almost non-existent, while some categories of workers — such as temporary staff or domestic employees — occupy a significant place.

In this context, an in-depth analysis of the structural specificities of Monaco's labour market is essential. The first part of this document therefore provides a general overview of employment in the Principality. This is followed by a focus on the profiles of private-sector employees and then on employers. The fourth section examines public sector employees, before concluding with an insight into self-employed workers.

¹ 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.

1. Overview of employment in Monaco

1.1. Over 78,000 jobs recorded in the Principality in 2024

Table 1. Employment by status at the end of 2024

	2024	Share
Salaried employment, including :	70,825	90.4%
<i>Private sector</i>	65,599	83.7%
<i>Civil service</i>	5,226	6.7%
Self-employment	7,539	9.6%
Total	78,364	100%

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

At the end of 2024, the Principality records a total of 78,364 jobs (Table 1). More than nine out of ten of these are salaried positions (90.4%, or 70,825 jobs). Moreover, the vast majority of salaried employment is in the private sector (83.7%, or 65,599 positions), with the remainder in the Civil service (6.7%, or 5,226 jobs).

Table 2. Change in employment by status between 2023 and 2024

	2023	2024	Var 23/24
Salaried employment, including :	67,339	70,825	5.2%
<i>Private sector</i>	62,186	65,599	5.5%
<i>Civil service</i>	5,153	5,226	1.4%
Self-employment	7,441	7,539	1.3%
Total	74,780	78,364	4.8%

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

Between 2023 and 2024, the Monegasque labour market grew by 4.8% (+3.4% between 2022 and 2023) (Table 2), representing an increase of 3,584 jobs over the course of the year.

Overall, salaried employment rose by 5.2%, nearly two percentage points higher than the previous year (+3.4%), driven by strong increase in the private sector (+5.5% compared to +3.5% last year). In contrast, job growth in the Civil service was slightly slower this year (+1.4% in 2024 compared to +2.1% in 2023). As a result, 3,413 additional salaried positions were recorded in the private sector between 2023 and 2024, alongside 73 in the public sector.

Finally, growth in self-employment was more modest than that of salaried employment, rising by 1.3%, which equates to 98 additional self-employed jobs.

Counting rules for jobs and employees:

In the private sector, the number of jobs and the number of employees are two distinct units used for analysing the workforce. This distinction exists because an individual working in the private sector may hold more than one job. This is particularly common in certain population groups, notably domestic staff and temporary workers. In the Civil service, it is assumed that one job corresponds to one employee. In Part 1 of this report, the number of jobs is examined, as this indicator provides a more accurate reflection of economic activity. The unit of employees will be used in the subsequent analysis in Parts 2, 3 and 4.

Finally, regarding self-employment, all activities carried out by self-employed workers are considered. A single self-employed worker may engage in several activities, and a single activity may be carried out by multiple self-employed individuals. As such, a self-employed job corresponds to a unique pairing between a self-employed worker and an activity.

Table 3. Breakdown of salaried and self-employed jobs by sector of activity in 2024²

	Number of jobs	Share	Share of self-employment
Industry	2,828	3.6%	3.3%
Construction	7,393	9.4%	4.5%
Market services	57,762	73.7%	11.4%
Non-market services	10,381	13.2%	5.2%
<i>incl. Civil service</i>	<i>5,226</i>	<i>6.7%</i>	<i>n.a.</i>
Total	78,364	100%	9.6%

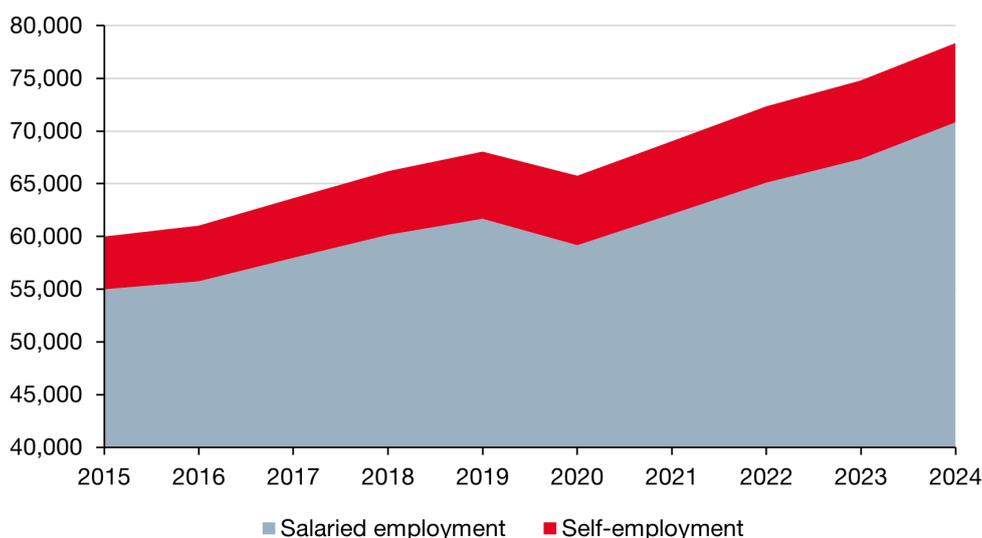
Sources: Caisses sociales de Monaco, Human Resources and Training Department, Monaco Statistics

Nearly three-quarters of jobs recorded in the Principality of Monaco are in the market services sector (73.7%, or nearly 57,800 jobs) (Table 3). The non-market services sector and the construction sector rank second and third, accounting for 13.2% and 9.4% of activities respectively. Industry comes last, representing only 3.6%.

The market services sector also has the highest relative share of self-employed workers (11.4%). In contrast, industry has the lowest proportion of self-employment, at just 3.3%.

1.2. Employment in Monaco has increased by over 30% in ten years, representing nearly 18,400 additional jobs

Figure 1. Ten-year change in employment by status



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

Over the past ten years, total employment has increased by 30.7% (Figure 1), despite the health crisis. This represents nearly 18,400 additional jobs in Monaco since 2015, across all sectors.

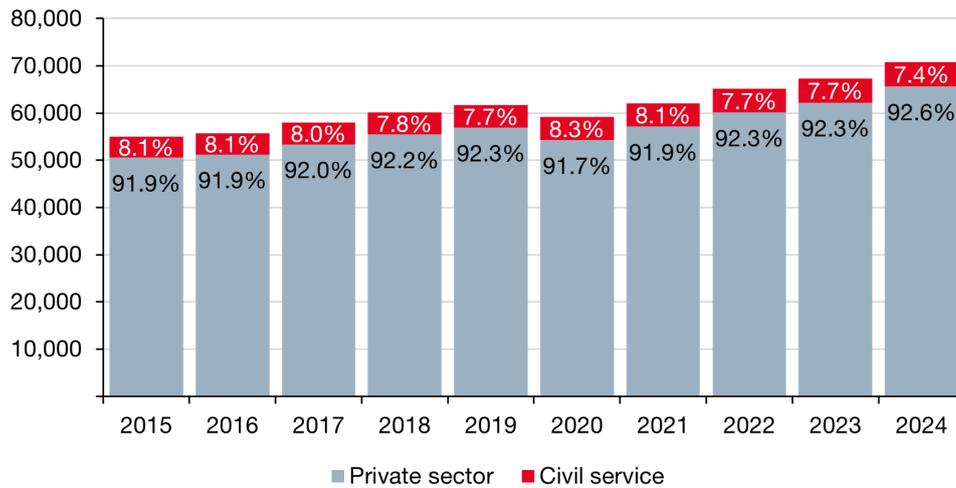
Salaried employment rose by 28.8% over the period, equivalent to around 15,800 additional jobs. This corresponds to an average annual growth rate of 2.9% over the decade.

Self-employment grew at a much faster rate over the same period, increasing by 51.0%, with an average annual growth rate of 4.7%. A total of 2,546 additional self-employed jobs have been recorded since 2015.

² **Industry** and **Construction** include the number of salaried and self-employed jobs recorded in the private sector belonging to the major economic sectors (MES), Manufacturing, mining and quarrying, and other industries and Construction respectively. **Non-market services** include employment in the Civil service as well as the number of salaried and self-employed jobs in the private sector belonging to the MES Public administration, education, human health and social work activities. Finally, **Market services** include all private salaried employment and self-employment counted for the MES not mentioned above (Financial and insurance activities, Wholesale trade, Retail trade, Accommodation and food service activities, Real Estate activities, Transportation and storage, Scientific and technical activities, administrative and support service activities, including the Activities of temporary employment agencies, Other service activities and Information and communication).

1.3. More than 92% of salaried employment is in the private sector

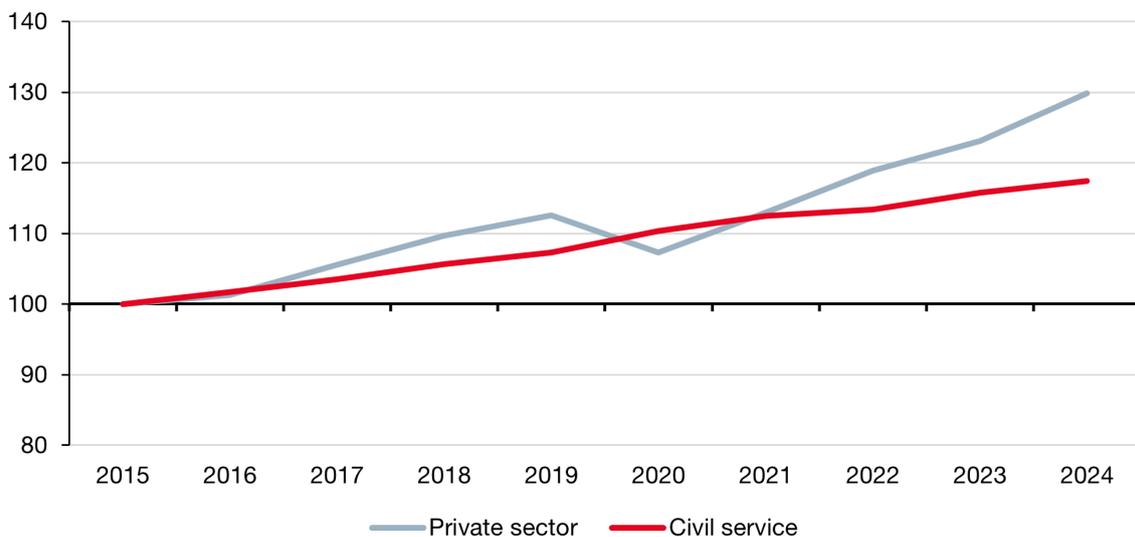
Figure 2. Ten-year change of salaried employment by sector



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

Within salaried employment, the distribution between the public and private sectors has changed only marginally over the past ten years (Figure 2). In 2024, the private sector accounts for 92.6% of salaried employment, a 0.3 percentage points increase over one year. The Civil service, meanwhile, represents 7.4%. By comparison, in France, public sector employment accounted for 22.3% of salaried jobs in the fourth quarter of 2024, according to INSEE³.

Figure 3. Ten-year change of salaried employment by sector (index based 100 in 2015)



Reading: Private sector employment increased by 29.8 % between 2015 and 2024 (index 129.8 in 2024). Over the same period, the number of jobs in the Civil service increased by 17.4 % (index 117.4).

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

Private sector employment has grown more rapidly than public sector employment over the past decade, with increases of 29.8% and 17.4% respectively between 2015 and 2024 (Figure 3). Civil service growth, however, has followed a steady linear trend of around 2% per year, whereas private sector employment has naturally been more volatile due to business creations and strike-offs as well as other changes linked to economic conditions. As a result, private employment has shown greater fluctuations, including a noticeable dip in activity in 2020 due to the Covid-19 health crisis. Nevertheless, it now appears to have largely returned to its long-term trend.

³ See INSEE (2024), « Payroll employment – fourth quarter 2024 », on insee.fr/en/statistiques/8380733

2. Private-sector employees

2.1. The number of private-sector employees passes the 60,000 mark

As of December 2024, 60,454 employees were recorded in the private sector (Table 4), representing an increase of 2,128 compared to the same period last year – a rise of 3.6% (compared to +5.1% in 2023).

Table 4. Number of private-sector employees by MES in 2024

	Number of employees	Weight	Variation 2023/24
Scientif. and techn. activities, admin. and support service activities :	15,477	25.6%	7.5%
<i>incl. Temporary work agency activities</i>	7,808	12.9%	13.5%
Accommodation and food service activities	8,722	14.4%	7.6%
Construction	6,613	10.9%	-0.5%
Other service activities :	6,575	10.9%	3.7%
<i>incl. Activities of households as employers of domestic personnel</i>	2,754	4.6%	2.3%
Financial and insurance activities	4,534	7.5%	2.1%
Public admin., education, human health and social work activities	4,519	7.5%	0.6%
Retail trade	3,142	5.2%	0.4%
Wholesale trade	2,721	4.5%	2.2%
Manufacturing, mining and quarrying, and other industries	2,699	4.5%	0.6%
Transportation and storage	2,023	3.3%	-1.8%
Real Estate activities	1,777	2.9%	2.9%
Information and communication	1,654	2.7%	0.5%
Total	60,454	100%	3.6%

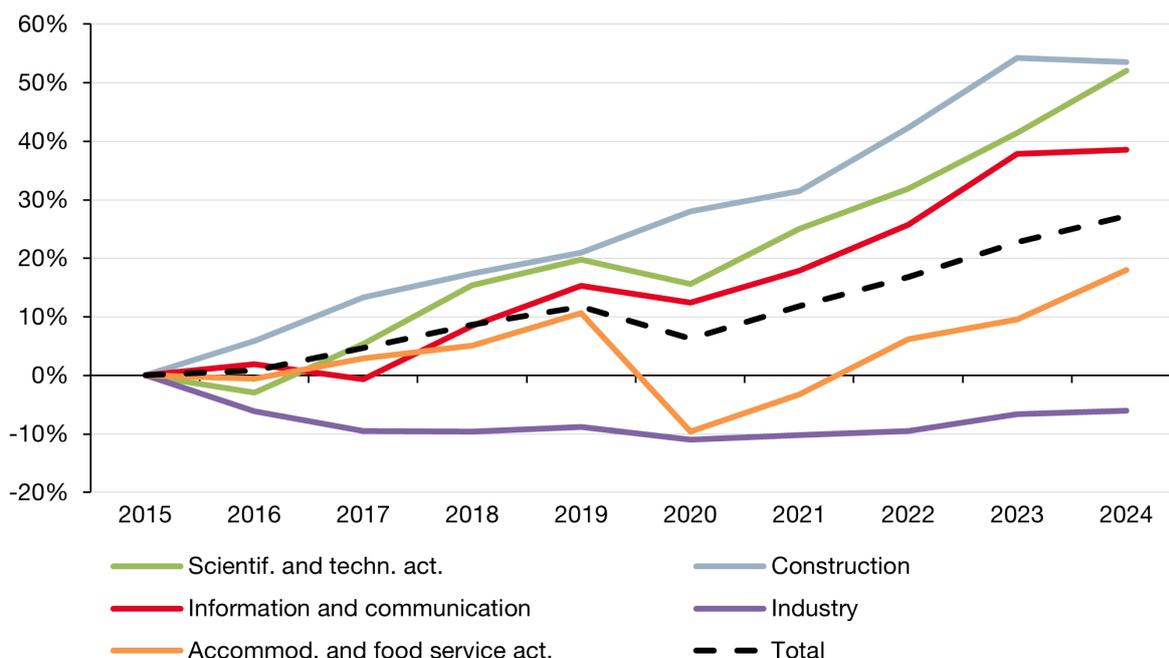
Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, Scientific and technical activities, administrative and support service activities, which notably include Temporary work agency activities, employ nearly 15,500 people, representing more than a quarter of private-sector employees. Accommodation and food service activities is the second-largest sector in terms of workforce, accounting for 14.4% of the population, or 8,722 employees⁴. Next are Construction, representing 10.9% of the workforce with 6,613 workers, and Other service activities, also at 10.9% with 6,575 employees, which include the domestic personnel employed by households.

Between 2023 and 2024, the growth in the number of private-sector employees varied significantly across major economic sectors (MES). The workforce grew in ten out of twelve MES, except for a slight decline in Construction (32 fewer employees, excluding temporary workers, compared to 2023, or -0.5%) and in Transportation and storage (-1.8%). Accommodation and food service activities recorded the highest increase in its workforce this year (+7.6%), surpassing its pre-Covid level for the first time. Driven by exceptional growth in temporary employment (+13.5%), Scientific and technical activities, administrative and support service activities recorded the second-highest growth (+7.5%).

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

Figure 4. Ten-year change in the number of private-sector employees in selected MES



Sources: *Caisses sociales de Monaco, Monaco Statistics*

Monaco has nearly 13,000 more private-sector employees than ten years ago, representing an increase of 27.3% between 2015 and 2024 (Figure 4). Apart from 2020, this number has continuously grown, with an average annual growth rate of 2.7%.

Among the twelve MESs comprising the Monegasque economy, Construction experienced the largest growth in volume (+53.5%) and the second largest in value (+2,304 employees) over the decade. Driven by a significant increase in the number of temporary workers, Scientific and technical activities, administrative and support service activities gained 5,297 additional employees between 2015 and 2024, a rise of 52.0%. With a 38.6% increase in its workforce over ten years, Information and communication completes the podium. Industry is the only MES that lost employees during this period, with a decrease of 173 people (-6.0%).

2.2. Fewer than four in ten private-sector employees are women

At the end of 2024, 37,568 men and 22,887 women were employed in the private sector, meaning that women accounted for 37.9% of private-sector employees (Table 5), down from 38.3% the previous year.

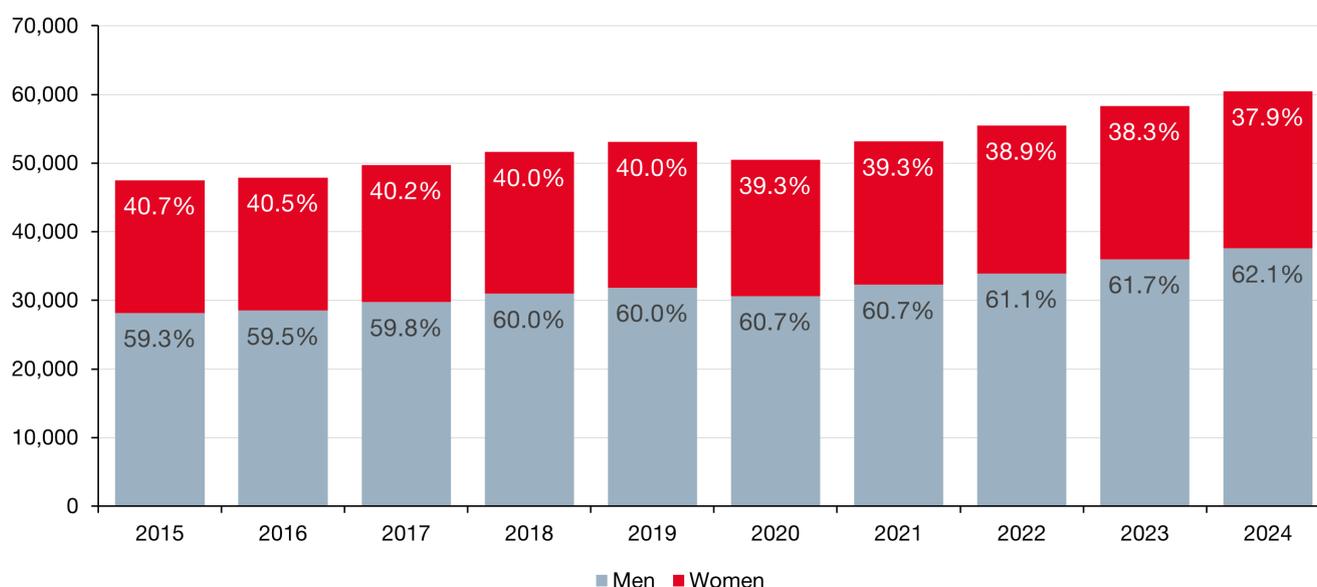
Table 5. Share of women employees in the private sector by MES in 2024

	Number of women	Share of women
Public admin., education, human health and social work activities	3,253	72.0%
Other service activities :	3,881	59.0%
<i>incl. Activities of households as employers of domestic personnel</i>	2,051	74.5%
Retail trade	1,659	52.8%
Financial and insurance activities	2,283	50.4%
Wholesale trade	1,332	49.0%
Manufacturing, mining and quarrying, and other industries	959	35.5%
Real Estate activities	616	34.7%
Accommodation and food service activities	2,799	32.1%
Scientif. and techn. activities, admin. and support service activities	4,576	29.6%
<i>incl. Temporary work agency activities</i>	964	12.4%
Transportation and storage	551	27.2%
Information and communication	434	26.3%
Construction	544	8.2%
Total	22,887	37.9%

Sources: Caisses sociales de Monaco, Monaco Statistics

The gender distribution varies significantly across MESs. In 2024, men accounted for 91.8% of employees in the Construction sector. Only four MES had more women than men: Public administration, education, human health and social work activities (72.0% of women); Other service activities (59.0%, largely due to the predominance of female domestic workers); Retail trade (52.8%); and Financial and insurance activities, which came closest to gender parity with 50.4% women.

Figure 5. Ten-year trend in the total number of private-sector employees and gender breakdown



Sources: Caisses sociales de Monaco, Monaco Statistics

The growth in the number of female employees over the decade was almost half that of their male counterparts (+18.4% compared with +33.3%). As a result, the proportion of women in the private-sector workforce declined from 40.7% in 2015 to 37.9% in 2024 (Figure 5).

Table 6. Share of women employees by MES and change over the decade in the private sector

	Share of women 2015	Share of women 2024	Variation 2015-24 (percentage points)
Public admin., education, human health and social work activities	71.2%	72.0%	0.8
Other service activities :	60.3%	59.0%	-1.3
<i>incl. Activities of households as employers of domestic personnel</i>	<i>78.3%</i>	<i>74.5%</i>	<i>-3.8</i>
Retail trade	54.9%	52.8%	-2.1
Financial and insurance activities	50.9%	50.4%	-0.6
Wholesale trade	49.5%	49.0%	-0.6
Manufacturing, mining and quarrying, and other industries	35.5%	35.5%	0.0
Real Estate activities	36.0%	34.7%	-1.3
Accommodation and food service activities	30.0%	32.1%	2.1
Scientif. and techn. activities, admin. and support service activities :	37.1%	29.6%	-7.6
<i>incl. Temporary work agency activities</i>	<i>20.4%</i>	<i>12.4%</i>	<i>-8.1</i>
Transportation and storage	26.5%	27.2%	0.7
Information and communication	25.2%	26.3%	1.1
Construction	8.6%	8.2%	-0.3
Total private sector	40.7%	37.9%	-2.8

Sources: *Caisses sociales de Monaco, Monaco Statistics*

The 2.8 points decrease in the share of women among private-sector employees since 2015 is largely attributable to their declining representation among temporary agency workers – the category that experienced the most significant growth over the period. In 2015, women accounted for nearly one in five temporary agency workers (20.4%), but by 2024 this proportion had dropped to 12.4%, representing an 8 points decrease over ten years (Table 6).

Moreover, only one-third of MESs recorded an increase in the proportion of women between 2015 and 2024. These were: Accommodation and food service activities (+2.1 points), Information and communication (+1.1 points), Public administration, education, human health and social work activities (+0.8 points), and Transportation and storage (+0.7 points).

2.3. Nearly 108 million hours worked in the private sector in 2024

Private-sector employees worked a total of 107.7 million hours over the twelve months of 2024. This represents an increase of 4.6 million hours compared with 2023 (or +4.5%).

Table 7. Cumulative number of hours worked in the private sector by MES in 2024

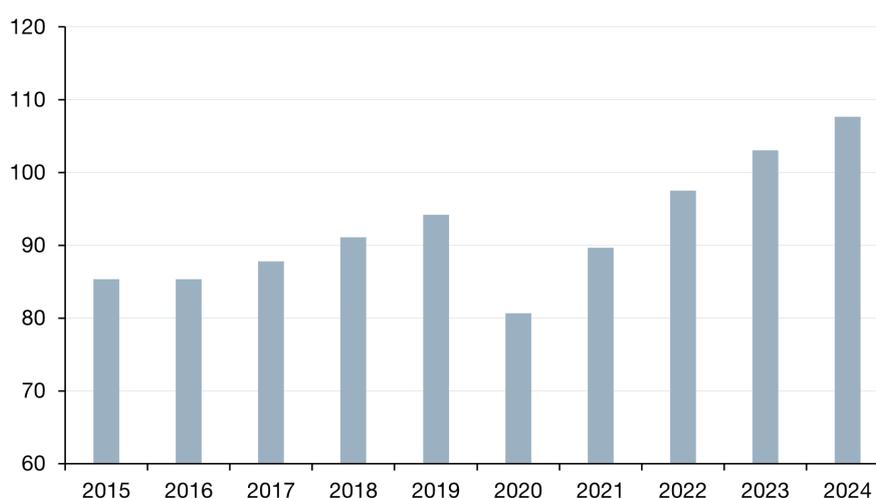
	Number of hours worked	Share	Variation 2022/23
Scientif. and techn. activities, admin. and support service activities	25.6	23.8%	8.8%
<i>incl. Temporary work agency activities</i>	11.5	10.6%	17.1%
Accommodation and food service activities	16.0	14.9%	6.5%
Construction	13.0	12.1%	4.1%
Other service activities	10.1	9.4%	1.4%
<i>incl. Activities of households as employers of domestic personnel</i>	4.2	3.9%	1.7%
Financial and insurance activities	8.6	8.0%	3.3%
Public admin., education, human health and social work activities	8.0	7.4%	3.9%
Retail trade	5.8	5.4%	1.2%
Wholesale trade	5.1	4.7%	2.1%
Manufacturing, mining and quarrying, and other industries	5.0	4.6%	0.6%
Transportation and storage	3.9	3.7%	-0.9%
Real Estate activities	3.4	3.2%	1.6%
Information and communication	3.2	2.9%	5.0%
Total	107.7	100%	4.5%

Unit: million of hours

Sources: *Caisses sociales de Monaco, Monaco Statistics*

The sectors with the highest number of employees are also those that generate the largest volume of hours worked (Table 7). Employees in Scientific and technical activities, administrative and support service activities sector accumulated 25.6 million hours over the year, representing 23.8% of the total, including 11.5 million hours worked through temporary employment agencies. Of the twelve MESs, eleven recorded an increase in the volume of hours worked compared with 2023, except for Transportation and storage, which saw a decline of 0.9%. The most significant increases were observed in the Scientific and technical activities, administrative and support service activities sector (+8.8%), followed by Accommodation and food service activities (+6.6%).

Figure 6. Ten-year trend in the cumulative number of hours worked



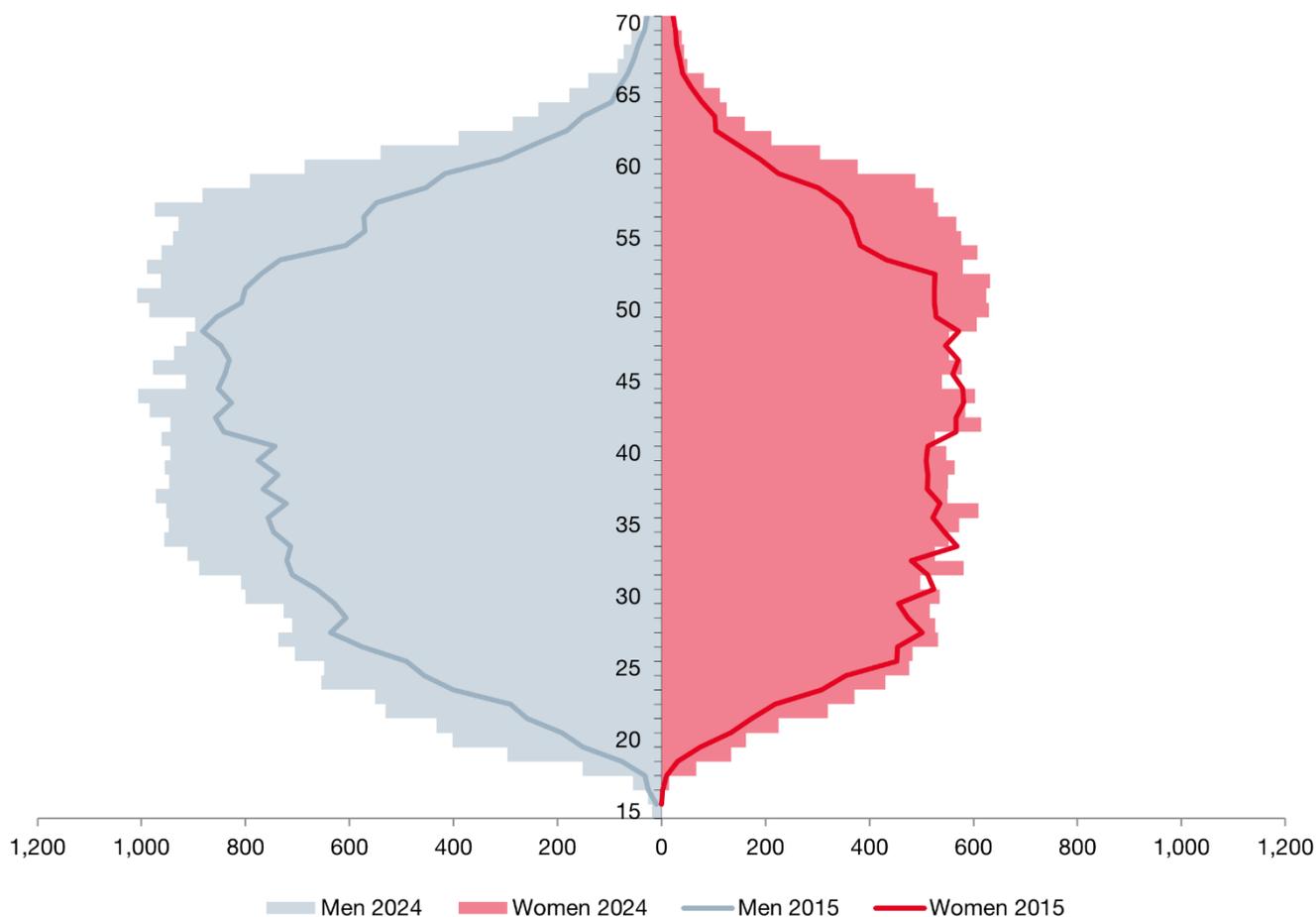
Unit: million of hours

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Over the past decade, the volume of hours worked has increased by more than 22.3 million (+26.1%), reaching an unprecedented level, despite the impact of the health crisis (Figure 6).

2.4. A growingly ageing workforce

Figure 7. Age pyramid for the private sector in 2015 and 2024



Sources: *Caisses sociales de Monaco, Monaco Statistics*

By the end of 2024, the average age of private-sector employees is 42.4 years old: 42.3 for women and 42.5 for men. In 2015, this average was 41.3 years. In other words, the employee population has aged by approximately one year and two months over the past decade. This trend is primarily due to the increase in the number of workers aged 55 and over, coupled with a relative decrease in the number of employees under 45 (Figure 7).

Table 8. Age distribution of private sector employees in 2024 and decadal evolution

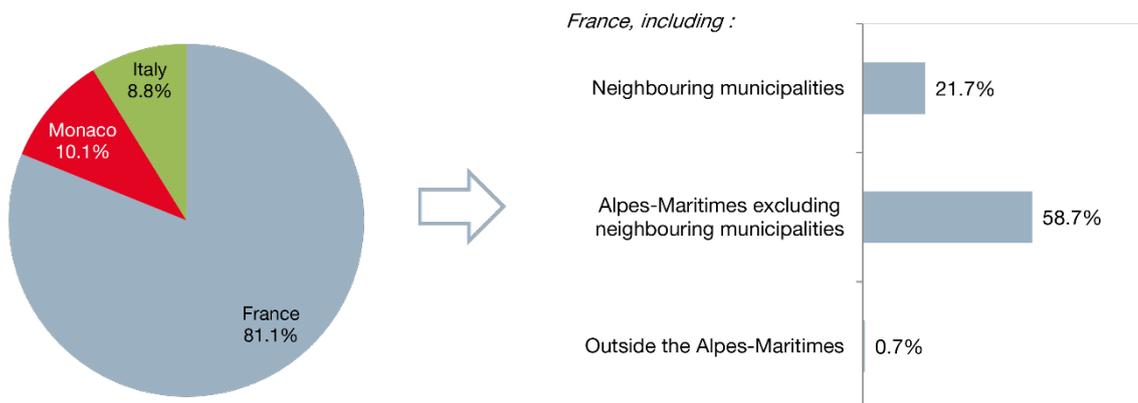
	Share of employees	Var 2015-24 (percentage points)
15 to 24 y/o	8.0%	1.3
25 to 34 y/o	21.7%	-2.4
35 to 44 y/o	25.4%	-2.6
45 to 54 y/o	25.6%	-2.1
55 to 64 y/o	17.4%	5.2
65 y/o and over	2.0%	0.6

Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2015, most private-sector employees were aged between 35 and 44, a group that accounted for 28.0% of the workforce. Ten years later, their share had fallen to 25.4%, with the 45-54 age group now taking the lead as the largest, representing 25.6% of employees (Table 8). The most significant increase was seen among those aged 55-64, whose proportion rose by 5.2 percentage points over the period. In contrast, the share of employees aged 35-44 and 25-34 decreased by 2.6 and 2.4 percentage points, respectively.

2.5. More than a quarter of private-sector employees live in Nice, nearly 4,900 more since 2017

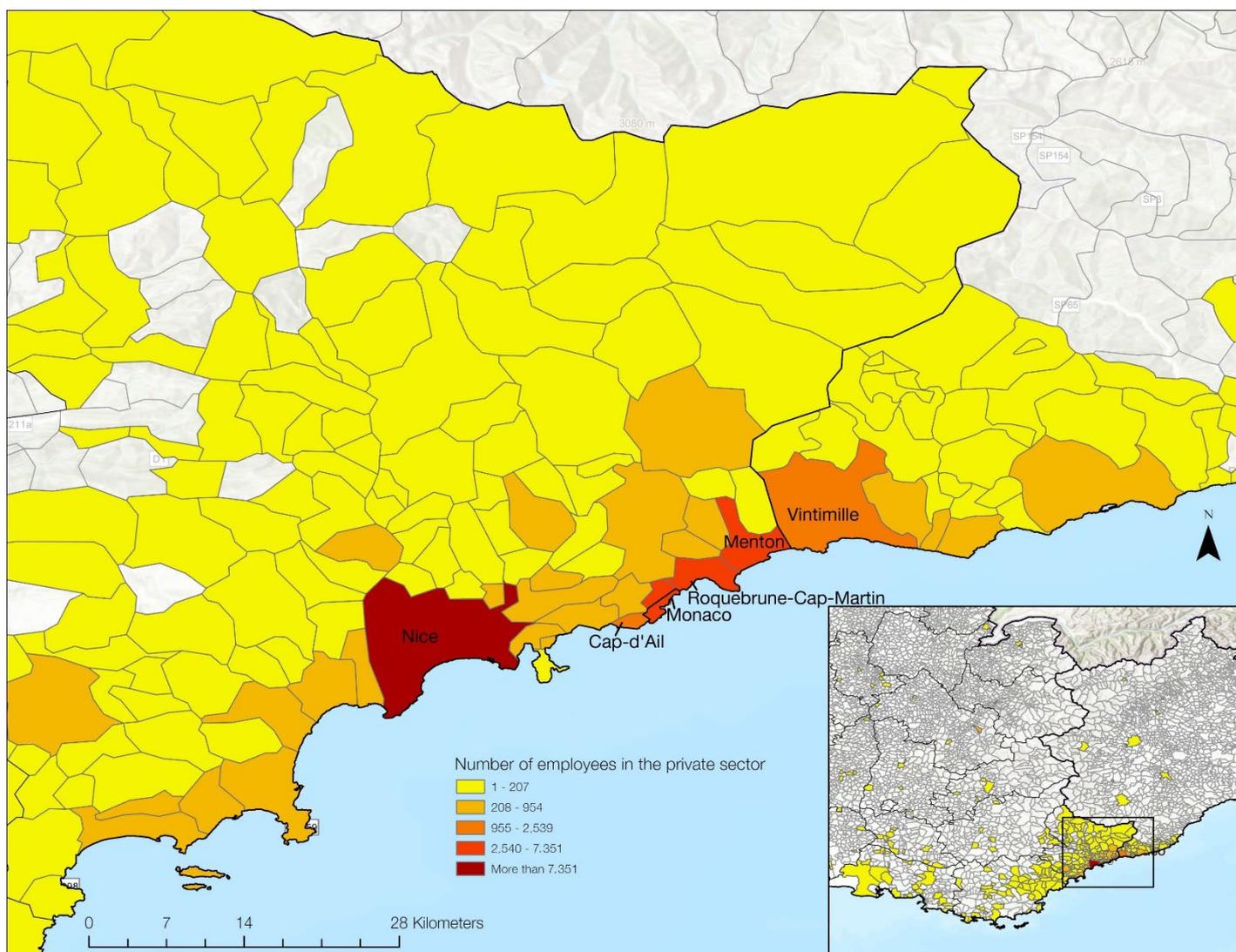
Figure 8. Breakdown of private-sector employees by place of residence 2024



Sources: Caisses sociales de Monaco, Monaco Statistics

The vast majority of private-sector employees working in Monaco do not live there (Figure 8). In 2024, this proportion of commuters amounts to nearly 90%. More than 8 out of 10 employees live in France, representing 48,235 people.

Figure 9. Number of private-sector employees by municipality of residence in 2024



Sources: Caisses sociales de Monaco, Monaco Statistics

Nice is the main place of residence for private-sector workers (Figure 9). More than a quarter of the workforce lives there (27.6%), amounting to over 16,000 employees—nearly 1,000 more than in 2023. Menton ranks second with 7,351 workers, or 12.4% of private-sector employees, ahead of Monaco, which has 5,988 (10.1%). In fourth and fifth places are the neighbouring communes of Beausoleil (10.0%) and Roquebrune-Cap-Martin (7.5%). The Italian town of Ventimiglia follows with over 2,500 employees (4.3%), ahead of another neighbouring commune, Cap-d’Ail (2.8%). Finally, Cagnes-sur-Mer (1.6%) comes before La Turbie (1.5%).

Table 9. Change in the distribution of private-sector employees by area of residence between 2017 and 2024

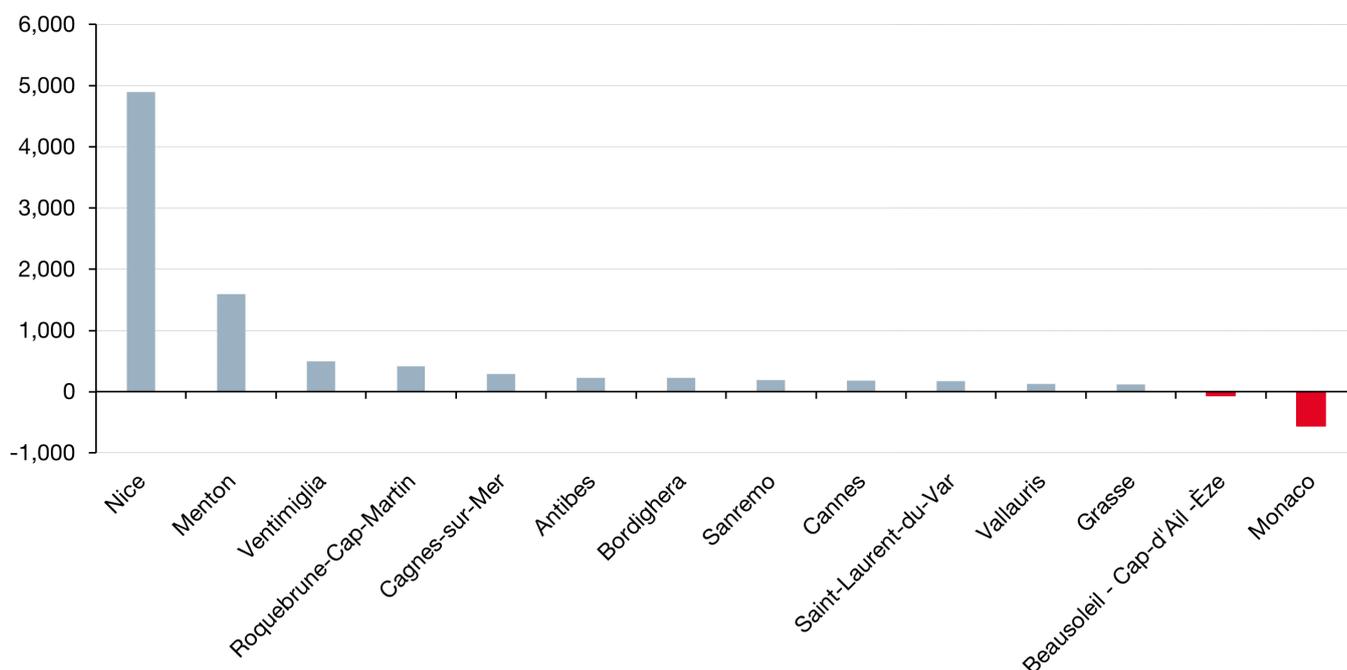
	2017	2024	Variation 2017-24 (percentage point)
Alpes-Maritimes excluding neighbouring municipalities	52.4%	58.7%	6.3
Neighbouring municipalities	25.5%	21.7%	-3.8
Monaco	13.4%	10.1%	-3.3
Outside the Alpes-Maritimes (including Italy)	8.8%	9.5%	0.7
Total	100%	100%	

Note: The place of residence of private-sector employees has only been comprehensively recorded since 2017.

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Over recent years, private-sector employees in the Principality have gradually moved further away from their workplaces (Table 9). Between 2017 and 2024, the proportion of workers residing in Monaco and in neighbouring municipalities fell by 3.3 and 3.8 percentage points, respectively. Conversely, the share of employees living in the Alpes-Maritimes—excluding the neighbouring municipalities—increased by 6.3 percentage points. Moreover, the number of workers residing outside the Alpes-Maritimes, particularly in Italy, also rose slightly (+0.7 percentage points).

Figure 10. Variation in the number of private-sector employees by place of residence, 2017-2024



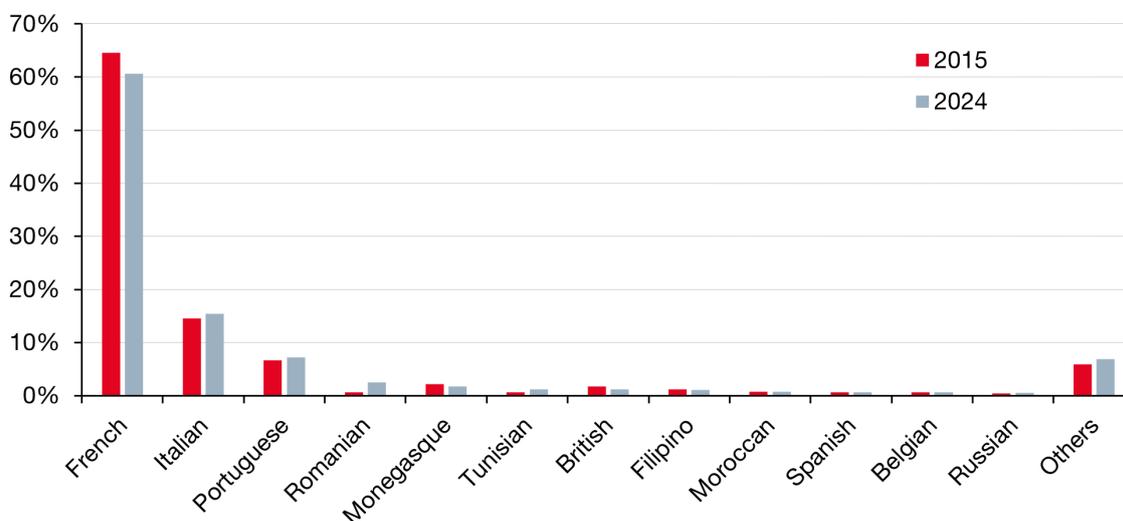
Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2024, twelve towns have at least 100 more private-sector employees working in Monaco compared to 2017 (Figure 10). Nice records the largest increase, with 4,900 additional workers. Menton follows, with a rise of around 1,600 employees. In third place, Ventimiglia sees its workforce grow by approximately 500 people. Just behind are Roquebrune-Cap-Martin (+421), Cagnes-sur-Mer (+292), and Antibes (+226), rounding out the areas with the most significant increases. Conversely, some places of residence show a decline in the number of resident workers, notably Monaco (-557), as well as Èze (-29), Cap-d’Ail (-26), and Beausoleil (-7).

2.6. 145 nationalities represented among private-sector employees

In 2024, 145 different nationalities are recorded among private-sector employees, compared with 128 ten years ago.

Figure 11. Breakdown of the most represented nationalities among private-sector employees in 2015 and 2024



Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2024, French nationals make up the majority of private-sector employees, accounting for 60.6% of the total workforce—nearly 36,500 people (Figure 11). They are followed by Italian nationals, who represent 15.4% of employees, or around 9,300 individuals. Portuguese workers rank third, making up 7.1% of the labour force, which equates to just over 4,300 employees. Although fewer in number, Romanian nationals hold fourth place, representing 2.5% of the workforce, or 1,521 individuals. Finally, Monegasque employees totalled 1,014 at the end of 2024, accounting for less than 2% of the overall workforce.

Table 10. Ten-year trend in the number of private sector employees among the ten most represented nationalities

	Workforce 2015	Workforce 2024	Variation 2015-24
French	30,456	36,478	19.8%
Italian	6,836	9,281	35.8%
Portuguese	3,116	4,303	38.1%
Romanian	268	1,521	467.5%
Monegasque	1,013	1,014	0.1%
Tunisian	278	699	151.5%
British	803	671	-16.4%
Filipino	530	636	20.0%
Moroccan	341	422	23.9%
Spanish	267	369	38.2%
Total private sector	47,504	60,454	27.3%

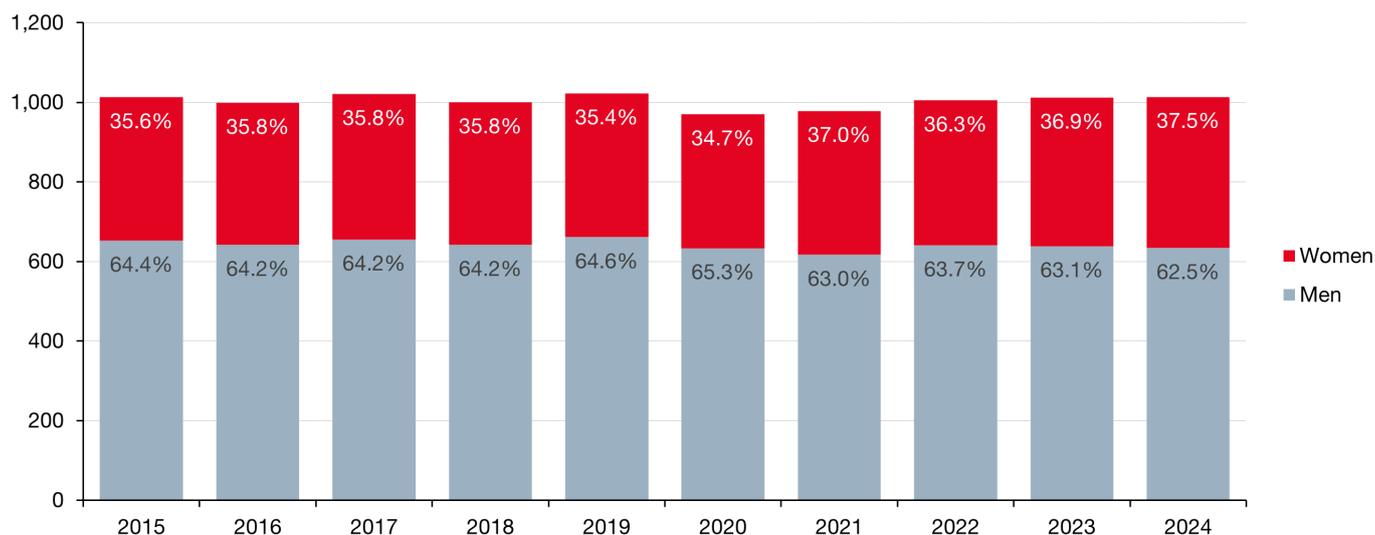
Sources: *Caisses sociales de Monaco, Monaco Statistics*

Since 2015, the number of private sector employees has increased by 27.3% overall, but this growth has varied by nationality (Table 10). Although still the majority, French nationals have seen their share of the total workforce decline by 4 percentage points over the past decade. Their numbers grew by 19.8%, slightly below the overall employee growth rate. British nationals, who ranked fifth in 2015, recorded a fall of 16.4%, dropping them to seventh place in 2024. In contrast, Romanian employees—now the fourth most represented nationality in the Principality’s private sector—experienced remarkable growth, with their numbers increasing more than fivefold over ten years (+467.5%).

Meanwhile, the number of Monegasque workers has remained stable over the period.

2.7. A stable number of around one thousand Monegasques in the private sector over the past ten years

Figure 12. Ten-year trend in the number of Monegasque employees and gender distribution



Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, there are 1,014 Monegasque nationals employed in the private sector (Figure 12). The number of nationals has fluctuated around one thousand people each year over the past decade. It was 1,013 in 2015, representing an increase of only one more Monegasque over ten years.

However, given the growth in the number of employees from other nationalities, the share of Monegasques in the overall workforce has decreased over the years, from 2.1% in 2015 to 1.7% in 2024.

In 2024, the Monegasque workforce consists of 634 men and 380 women, which means women make up 37.5% of the total. Although still more male-dominated than the overall private sector, it has become slightly more gender-balanced over the past decade, in contrast to the general trend. Additionally, the average age of Monegasque employees, at 42.3 years, is similar to that of the entire workforce, and almost all of them (99.3%) reside in the Principality.

Table 11. Distribution of Monegasque employees by MES in 2015 and 2024

	Number of Monegasque employees in 2015	Number of Monegasque employees in 2024
Accommodation and food service activities	475	428
Other service activities	117	143
Scientif. and techn. activities, admin. and support service activities	81	84
Public admin., education, human health and social work activities	81	67
Financial and insurance activities	60	61
Retail trade	42	51
Manufacturing, mining and quarrying, and other industries	44	42
Real Estate activities	30	37
Transportation and storage	28	28
Wholesale trade	9	28
Information and communication	22	25
Construction	25	20
Total	1,013	1,014

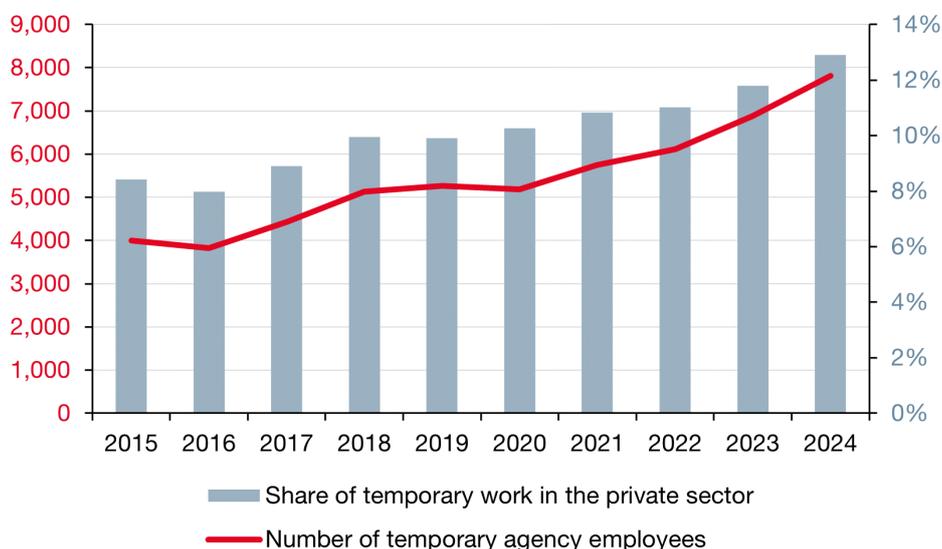
Sources: *Caisses sociales de Monaco, Monaco Statistics*

Accommodation and food service activities represent the largest private sector employment area for nationals in 2024, with 428 Monegasque employees working in this MES (Table 11).

2.8. The number of temporary workers has nearly doubled in ten years

This section considers employees in the subclass *78.20Z: Temporary employment agency activities*⁵ 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 18 temporary work agencies in the Principality are also included in this population, although they do not have temporary status.

Figure 13. Evolution of the number of temporary workers and their share of the salaried workforce in the private sector.



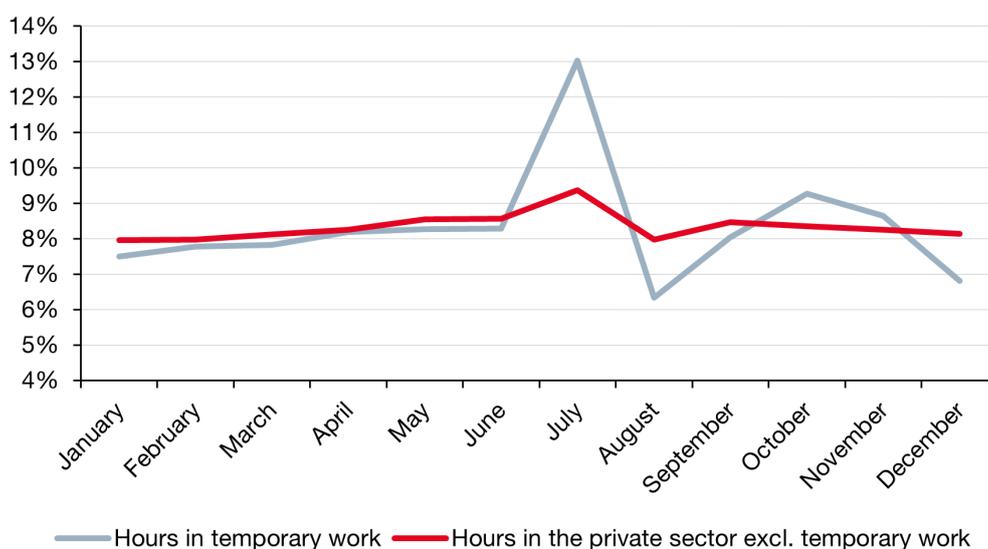
Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, the number of employees in temporary work activities reached 7,808, compared to 6,878 in 2023 (Figure 13). They represent 12.9% of the total salaried workforce in the private sector, which is an increase of 1.1 percentage points compared to the previous year. The temporary workforce has nearly doubled in ten years (+95.3%), with an additional 3,809 individuals. This growth has been nearly four times faster than that of the private sector as a whole (+27.3%).

By the end of 2024, 9,959 jobs were counted in the activities of temporary employment agencies, compared to 7,954 in 2023. This corresponds to a ratio of one employee for every 1.27 temporary jobs, compared to 1.06 for other employees in the private sector. As a result, temporary workers often occupy multiple positions.

⁵ The full description of the NAF subclass « *78.20Z : Temporary employment agency activities* » is available on the INSEE website: insee.fr/en/metadonnees/nafr2/sousClasse/78.20Z

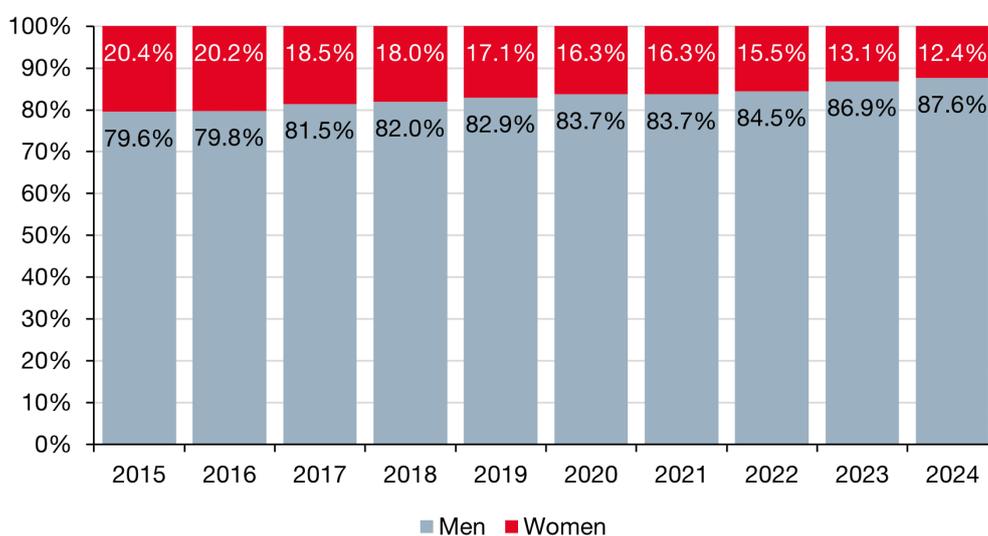
Figure 14. Seasonality of hours worked in temporary employment and in the rest of the private sector in 2024



Sources: Caisses sociales de Monaco, Monaco Statistics

Temporary employment activity shows much more pronounced seasonality than the rest of the private sector (Figure 14). In 2024, the volume of hours worked in temporary employment amounts to nearly 11.5 million, out of a total of 107.7 million hours in the private sector (representing 10.6% in 2024, compared to 9.5% in 2023). The peak occurs in July, accounting for 13.0% of the hours worked in temporary employment over the year, or nearly 1.5 million hours. This peak, also observed across the private sector, remains less pronounced. In contrast, temporary employment slows down in August due to the usual downturn in the construction sector during that period, with only 6.3% of the annual hours, or approximately 730,000 hours.

Figure 15. Ten-year change in the gender distribution among temporary workers

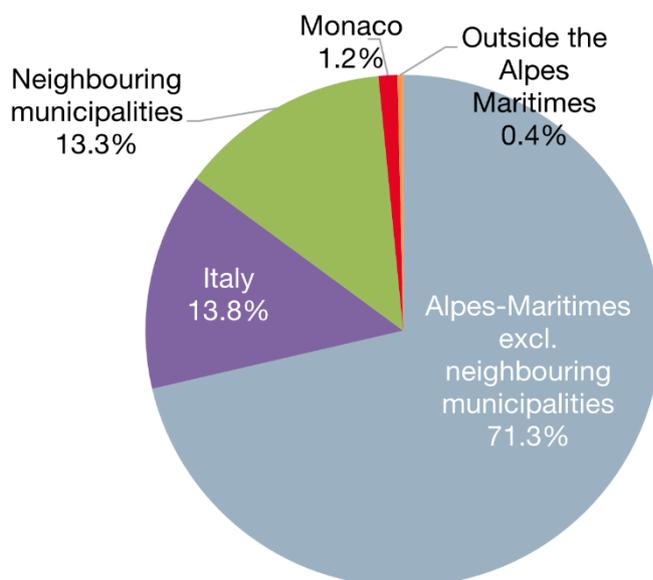


Sources: Caisses sociales de Monaco, Monaco Statistics

In 2024, the temporary workforce consists of 6,843 men and only 964 women, representing a proportion of 87.6% male employees (Figure 15). This share is significantly higher than that observed across the entire private sector, where men make up 62.1% of the workforce. Furthermore, the proportion of women among temporary workers has decreased by 8 percentage points over the past decade.

Temporary workers are on average younger than the overall private sector workforce, with an average age of 40.1 years compared to 42.4 years. However, similar to the private sector as a whole, the temporary workforce has aged over the past decade by nearly two years (38.2 years in 2015).

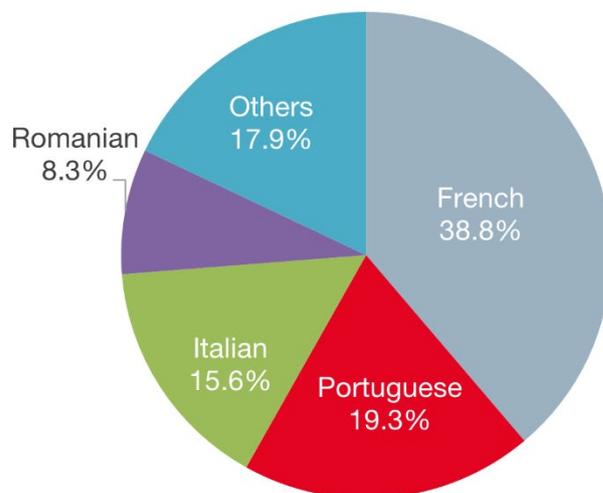
Figure 16. Distribution of temporary workers by place of residence in 2024



Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2024, almost all of the 7,800 employees in temporary employment agency activities live outside the Principality. Of these, 71.3% reside in the Alpes-Maritimes, excluding neighbouring municipalities, 13.8% in Italy, and 13.3% in the neighbouring municipalities. Only about 1% live in Monaco. (Figure 16).

Figure 17. Distribution of temporary workers by nationality in 2024



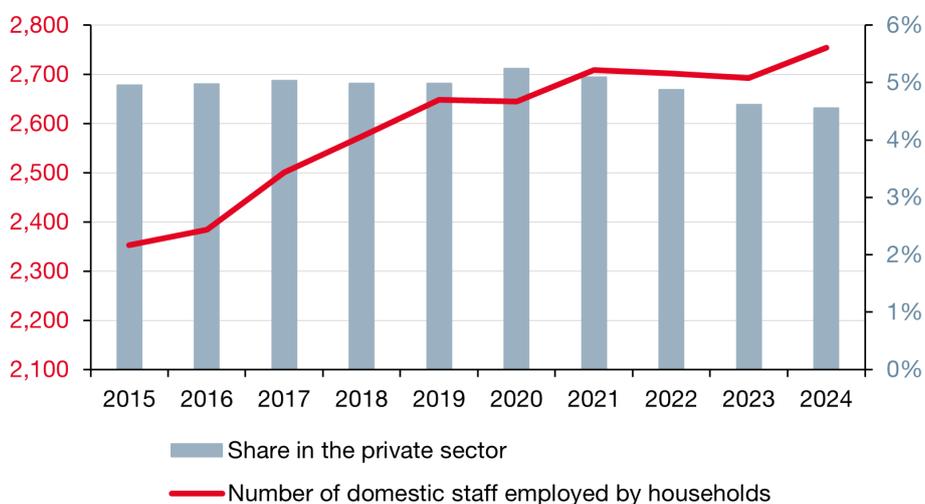
Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, approximately 40% of temporary workers are of French nationality (Figure 17), compared to over 60% in the total private sector. In contrast, more than 1,500 Portuguese workers in temporary employment are over-represented compared to the overall private sector, making up 19.3% of the workforce and ranking second. Italians follow with 15.6%, a proportion close to their representation in the private sector as a whole. Behind them, Romanian (8.3%), Tunisian (4.6%), and Cape Verdean (2.4%) temporary workers complete the ranking. Finally, Monegasques are virtually absent from the temporary employment agency workforce.

2.9. The domestic personnel employed by households, mostly female, comprises nearly 2,750 employees

This section covers employees in subclass *97.00Z: Activities of households as employers of domestic personnel*⁶ of the French Nomenclature of Activities for the month of December.

Figure 18. Evolution of household-employed staff over the decade

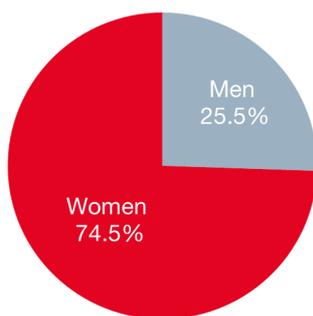


Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, the Monegasque private sector employed approximately 2,750 workers in household employment (such as private secretaries or accountants, cleaners, nurses, domestic staff, chauffeurs, sailors, etc.). This category represents 4.6% of the total, a share that has been decreasing every year since the health crisis (Figure 18). Between 2015 and 2024, employment in this sector grew more slowly than in the rest of the private sector (+17.1% compared to +27.3%).

Moreover, these workers more frequently hold multiple jobs, with a ratio of 1.34 jobs per employee in 2024, compared to 1.05 in the rest of the private sector.

Figure 19. Distribution of household employees by gender in 2024

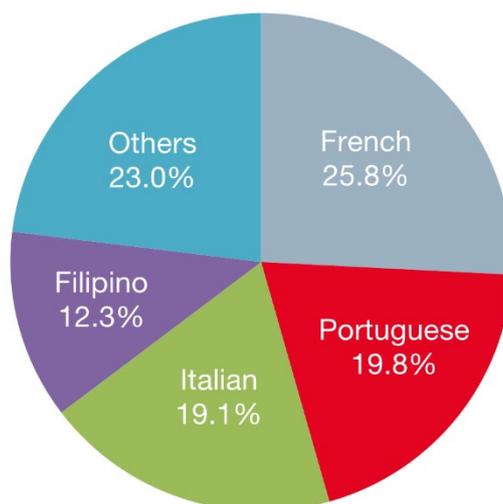


Sources: *Caisses sociales de Monaco, Monaco Statistics*

Unlike the rest of the salaried workforce, the staff employed by households is predominantly female, with women accounting for nearly three-quarters of the workforce in 2024 (Figure 19). This category of private sector employees is also characterised by an older average age: in 2024, these workers are on average 49.2 years old, which is about seven years older than the overall private sector workforce. Furthermore, men in this group are on average younger than women (47.0 years compared to 50.0 years), reversing the trend observed in the rest of the private sector.

⁶ The full description of the NAF subclass “97.00Z: Activities of households as employers of domestic personnel” is available on the INSEE website: insee.fr/en/metadonnees/nafr2/sousClasse/78.20Z

Figure 20. Distribution of household employees by nationality in 2024



Sources: Caisses sociales de Monaco, Monaco Statistics

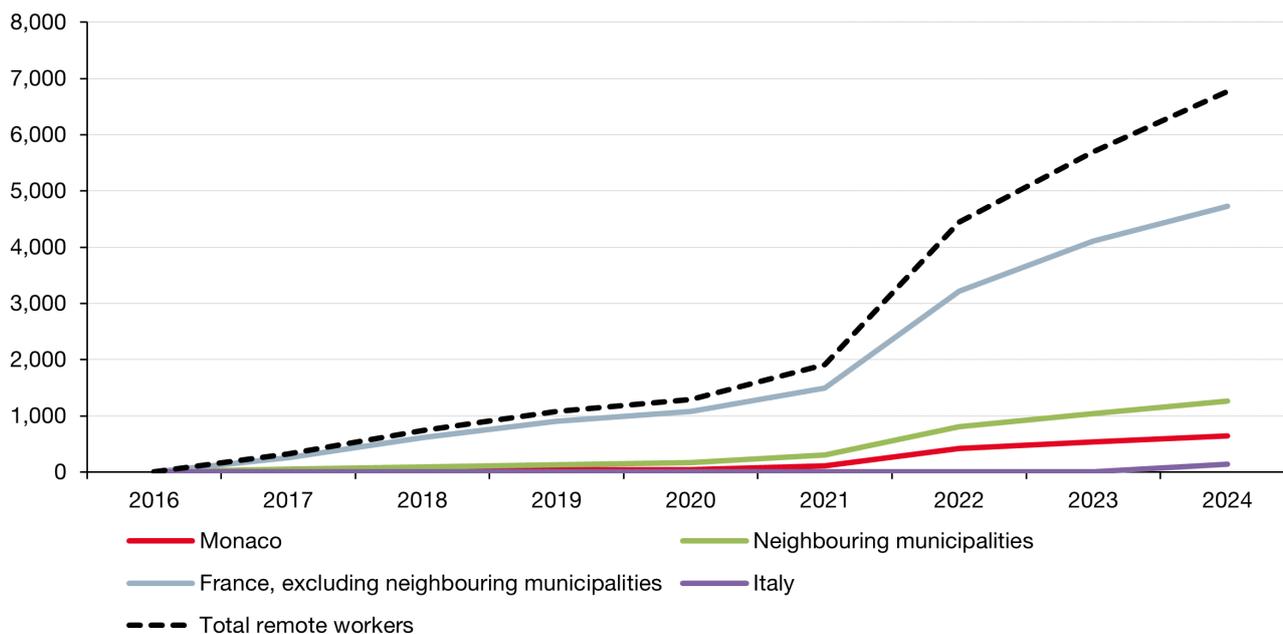
In terms of nationality, a quarter of household employees hold French nationality (Figure 20), a proportion much lower than that observed in the private sector as a whole (over 60%). The Portuguese, who rank second, are significantly more represented in this category, similar to temporary employment (about 20% compared to 7% overall). They are followed by the Italians, whose share is also around 20%, and the Filipinos (12%). Together, these four nationalities make up 77% of household employees.

2.10. Nearly 6,800 remote workers by the end of 2024 in the private sector

The Principality of Monaco has established a legal framework to implement remote working, creating a clear, regulated, and protective system for both employees and employers in the private sector. The implementation of remote working requires the establishment of a framework that must be approved by the Labour Department. This results in the modification of the work permit for the employee concerned⁷, who must be domiciled in Monaco, France, or, since June 2024, in Italy⁸. Statistics related to remote working have been collected since March 2017.

In December 2024, after more than six years of implementation, 332 private sector employers were using the remote working framework, compared to 271 in 2023 and only around fifteen when the scheme was first introduced in 2017.

Figure 21. Evolution of the number of remote workers in the private sector according to their place of residence



Sources: Department of Employment, Monaco Statistics

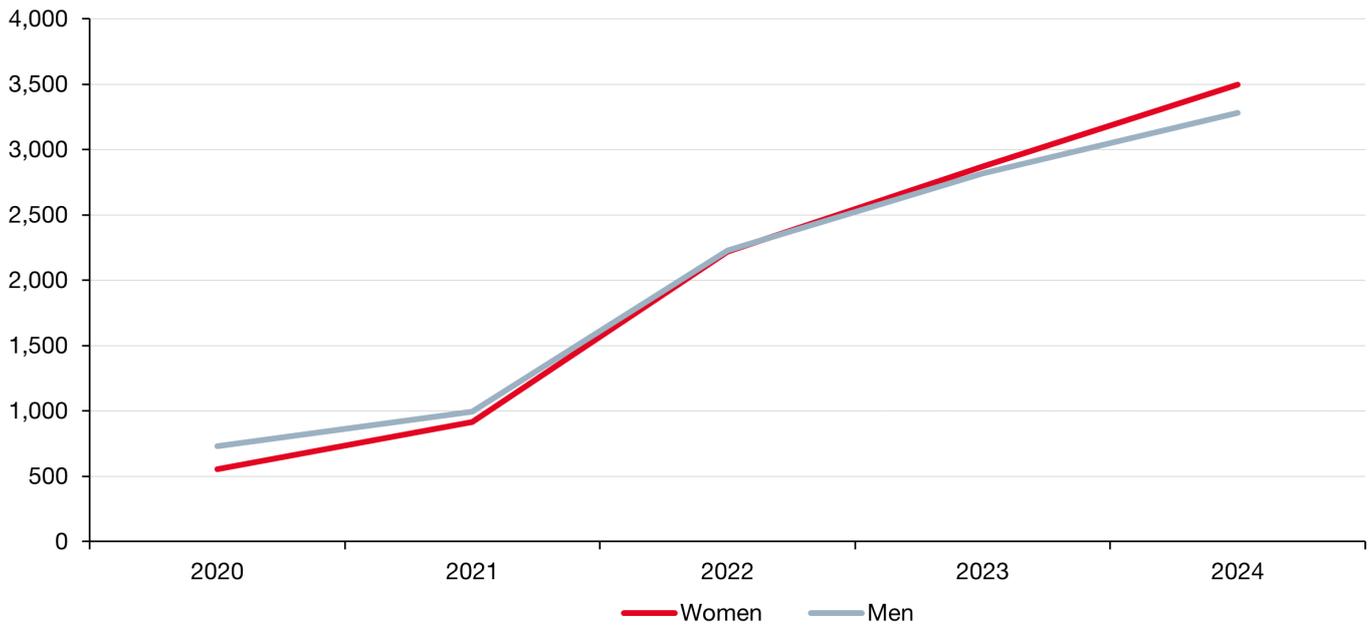
By the end of 2024, in the private sector, 6,773 employees are working remotely, representing an increase of nearly 1,100 people compared to 2023 and 6,600 more since the implementation of the system in the Principality in 2017 (Figure 21). The remote worker population has thus increased by 19.0% in 2024, following a rise of 27.9% the previous year.

Around 70% of private sector remote workers benefiting from this legal framework reside in France, excluding neighbouring municipalities, which equates to 4,724 individuals. Over 18% live in a neighbouring municipality (1,260 employees), 10% in the Principality of Monaco (647), and 2% in Italy (142).

⁷ Law 1.429 of 4 July 2016 on telework.

⁸ In 2024, the Principality of Monaco is evolving the conditions for remote working by allowing it for employees residing in Italy (Amendment No. 1 to the General Social Security Agreement between the Principality of Monaco and the Italian Republic, dated 12 February 1982, ratified by the authorities of both countries, came into effect on 1 June 2024).

Figure 22. Evolution of the number of remote workers in the private sector by gender



Sources: Department of Employment, Monaco Statistics

The remote worker population, which was predominantly male at the end of 2020 (when this data collection began), has gradually become more female, with the number of women now exceeding that of men (3,496 compared to 3,283 at the end of 2024) (Figure 22). The male-female distribution among remote workers does not reflect that of the overall salaried private sector population, and not all professions within the private sector are represented among remote workers.

3. Employers

3.1. The number of private sector employers remains stable for the third consecutive year

By the end of 2024, the Principality of Monaco has 6,355 employers in the private sector (Table 15), a figure almost identical to that of 2022 and 2023 (6,357).

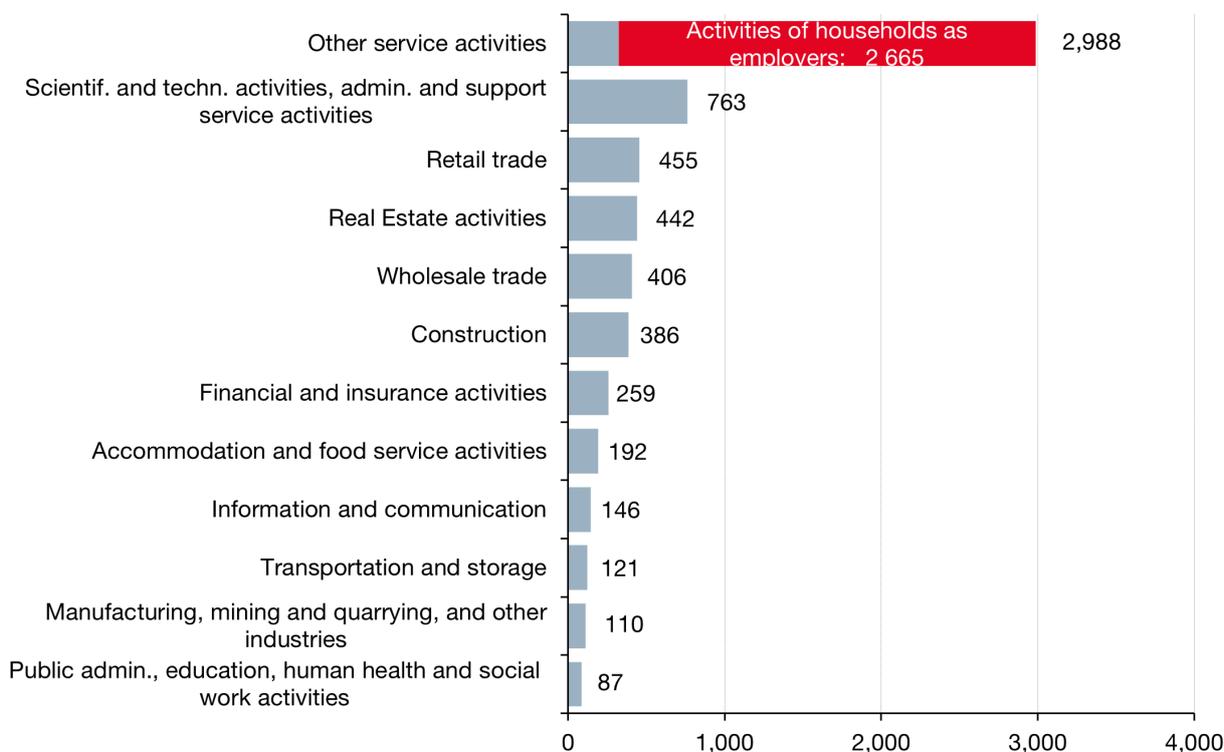
Table 12. Number of private-sector employers and distribution by employee size category in 2024

	Number of entities	Share	Variation 2023/24
Activities of households as employers ⁹ :	2,665	41.9%	-0.3%
Under 5 employees	2,631	41.4%	-0.1%
5 employees and over	34	0.5%	-12.8%
Employers excluding households :	3,690	58.1%	0.1%
Under 5 employees	2,103	33.1%	-0.2%
5 to 9 employees	707	11.1%	-1.1%
10 to 49 employees	690	10.9%	2.1%
50 to 199 employees	150	2.4%	-0.7%
200 employees and over	40	0.6%	14.3%
Total	6,355	100%	0.0%

Sources: Caisses sociales de Monaco, Monaco Statistics

Among them, 2,665 households employing domestic staff represent nearly 42.0% of the total number of private-sector employers. This type of structure shows a slight decrease compared to the previous year (-0.3%). Additionally, 4,734 employers, or just under three-quarters, employ fewer than five employees. Finally, only 40 entities, or less than 1%, employ at least 200 employees (compared to 35 in 2023).

Figure 23. Distribution of private-sector employers by MES in 2024



Sources: Caisses sociales de Monaco, Monaco Statistics

⁹ Household employers are those employing workers classified under the subclass '97.00Z: Activities of households as employers of domestic personnel' in the French Classification of Activities: insee.fr/en/metadonnees/nafr2/sousClasse/78.20Z. This category includes, among others, private secretaries or accountants, cleaners, nurses, domestic staff, chauffeurs, sailors, etc.

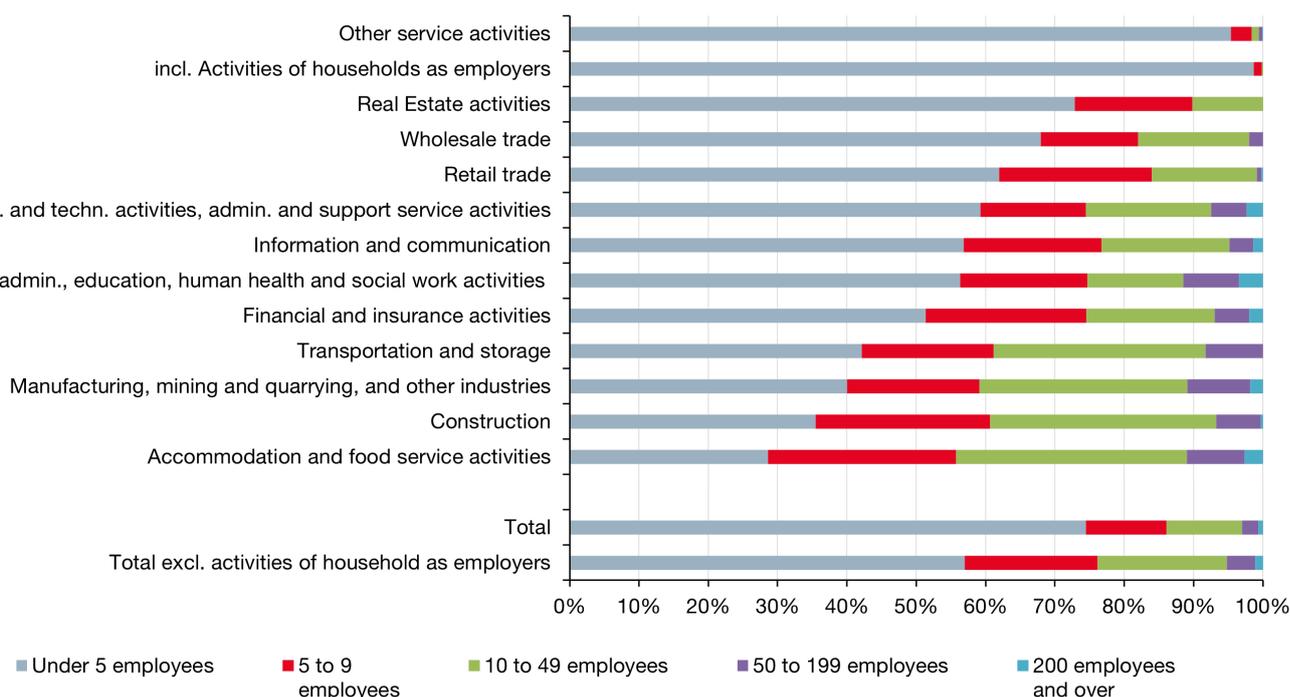
The Other service activities, which include households employing domestic staff, account for the largest number of entities, with nearly 3,000 structures, representing 47.0% of the total (Figure 33). Following them are Scientific and technical activities, administrative and support service activities, which comprise 763 employers and are also the leading sector in terms of salaried employment. Between 2023 and 2024, the sector with the greatest increase in employers was Construction (+22), while Retail trade saw the largest decrease with -12 employers.

Table 13. Distribution of the number of private-sector employers by employee size category by MES in 2024

	Under 5 employees	5 to 9 employees	10 to 49 employees	50 to 199 employees	200 employees and over	Total
Other service activities	2,850	91	30	14	3	2,988
<i>incl. Activities of households as employers</i>	<i>2,631</i>	<i>30</i>	<i>4</i>	<i>0</i>	<i>0</i>	<i>2,665</i>
Scientif. and techn. activities, admin. and support service activities	452	116	138	39	18	763
Retail trade	282	100	69	3	1	455
Real Estate activities	322	75	45	0	0	442
Wholesale trade	276	57	65	8	0	406
Construction	137	97	126	25	1	386
Financial and insurance activities	133	60	48	13	5	259
Accommodation and food service activities	55	52	64	16	5	192
Information and communication	83	29	27	5	2	146
Transportation and storage	51	23	37	10	0	121
Manufacturing, mining and quarrying, and other industries	44	21	33	10	2	110
Public admin., education, human health and social work activities	49	16	12	7	3	87
Total	4,734	737	694	150	40	6,355
Total excl. activities of household as employers	2,103	707	690	150	40	3,690

Sources: *Caisses sociales de Monaco, Monaco Statistics*

Figure 24. Distribution of private-sector employers by employee size category by GSA in 2024

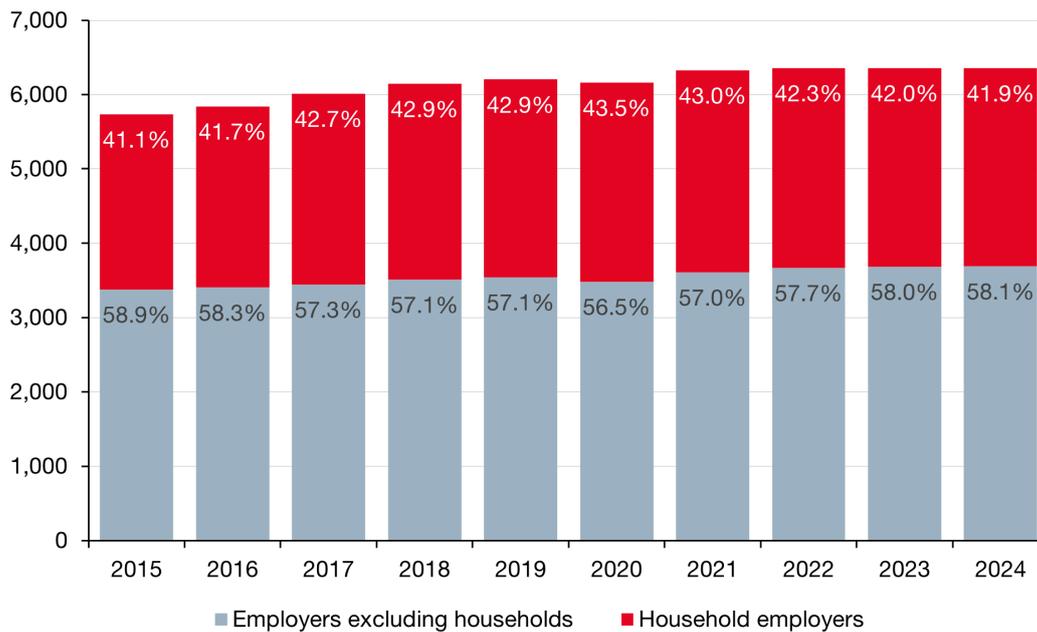


Sources: *Caisses sociales de Monaco, Monaco Statistics*

The structure of employers varies significantly depending on the sector of activity. Although businesses with fewer than 5 employees dominate overall and in all MESs, except for Accommodation and food service activities, the proportion of this category ranges from 35.5% in Construction to 95.4% in Other service activities, reaching nearly 100% (98.7%) for household employers. The largest structures are found in the sectors of Public administration, education, human health and social work activities, as well as in Industry, where around 11% of employers have at least 50 employees. In Accommodation and food service activities, the category of 10 to 49 employees is the most represented (33.3%), and Construction also has more than a third of its employers in this same category (32.6%).

3.2. The share of employers excluding households has been increasing since the health crisis

Figure 25. Ten-year change in the number of private-sector employers



Sources: Caisses sociales de Monaco, Monaco Statistics

Although the number of employers has remained stable since 2021, it has increased by 621 over the past ten years (Figure 36). In fact, the number of household employers has decreased since the health crisis, while the number of employers excluding households continues to grow. Thus, after reaching a low of 56.5% in 2020, the share of employers excluding households has steadily increased since, reaching 58.1% in 2024.

Table 14. Ten-year change in the number of private-sector employers by MES

	Number of additional employers	Variation 2015-24
Other service activities	341	12.9%
<i>incl. Activities of households as employers</i>	310	13.2%
Scientif. and techn. activities, admin. and support service activities	149	24.3%
Construction	76	24.5%
Financial and insurance activities	57	28.2%
Information and communication	23	18.7%
Wholesale trade	18	4.6%
Transportation and storage	1	0.8%
Accommodation and food service activities	-2	-1.0%
Public admin., education, human health and social work activities	-4	-4.4%
Real Estate activities	-8	-1.8%
Manufacturing, mining and quarrying, and other industries	-14	-11.3%
Retail trade	-16	-3.4%
Total	621	10.8%
Total excl. activities of household as employers	311	9.2%

Sources: Caisses sociales de Monaco, Monaco Statistics

Over the decade Financial and insurance activities and Construction recorded the highest increases in the number of employers in volume, with +28.2% and +24.5%, respectively (Table 17). However, the most significant increase in the number of employers in terms of value is found in the MES Other service activities (+341 employers since 2015), followed by Scientific and technical activities, administrative and support service activities (+149). Finally, five out of twelve MESs saw a decrease in the number of employers during this period, notably, Retail trade, Industry, and Real Estate activities, with respective decreases of 16, 14, and 8 since 2015.

4. Civil service workforce

4.1. At the end of 2024, 5,226 people are employed in the Civil service

Table 15. Number of Civil service employees by administrative attachment in 2024

	Number of employees	Share	Variation 2023/24
Governmental administration, including:	3,939	75.4%	1.6%
<i>Ministry of Interior</i>	2,081	39.8%	1.4%
<i>Ministry of Public Works, the Environment and Urban Development</i>	779	14.9%	2.5%
<i>Ministry of State</i>	351	6.7%	0.9%
<i>Ministry of Finance and Economy</i>	321	6.1%	0.6%
<i>Ministry of Health and Social Affairs</i>	315	6.0%	1.9%
<i>Ministry of Foreign Affairs and Cooperation</i>	92	1.8%	4.5%
Municipality	751	14.4%	-2.8%
Prince's Palace	216	4.1%	3.8%
Department of Justice	178	3.4%	6.0%
Committees, assemblies and constitutional bodies, Independent Authorities	122	2.3%	17.3%
Civil servants appointed in public organisations, Foundations and other entities	20	0.4%	-13.0%
Total	5,226	100%	1.4%

Sources: Human Resources and Training Department, Monaco Statistics

As at 31 December 2024, the Monegasque Civil service comprises 5,226 employees, 73 more than the previous year, representing a 1.4% increase. This growth is more moderate than that recorded in 2023 (+2.1%) and remains significantly lower than the increase observed in the private sector between 2023 and 2024 (+3.6%).

More than three-quarters of civil servants are affiliated with the Governmental administration, which employs a total of 3,939 people. Of these, the Ministry of Interior—which includes, in particular, the Police Department and the Department of Education, Youth and Sport—alone accounts for 2,081 employees, or just under 40% of the total. The Department of Public Works, the Environment and Urban Development is the second most represented entity within the Governmental administration, with 779 civil servants (14.9%), a slightly higher number than that of the Municipality¹⁰, which employs 751 people (14.4%). In addition, the Prince's Palace employs 216 people, while 178 employees work within the Department of Justice. The Committees, assemblies, and constitutional bodies, Independent Authorities¹¹, and Civil servants appointed to public organisations, Foundations and other entities¹² together account for 142 public sector employees.

Between 2023 and 2024, the largest increase in headcount in absolute terms was recorded by the Committees, assemblies, and constitutional bodies, Independent Authorities (+17.3%, +18 civil servants), due to the expansion of the Monegasque Financial Security Authority, followed by the Department of Justice (+6.0%, +10 civil servants). Within the Governmental administration (+1.6%, +62), all Ministries recorded growth, particularly the Department of Public Works, the Environment and Urban Development (+2.5%, +19) and the Department of Interior (+1.4%, +28).

Rule for counting civil servants: only the personnel in activity is taken into account, that is, employees in an “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.

¹⁰ The headcount of the Municipality may change for 2024 due to the late integration of certain seasonal staff.

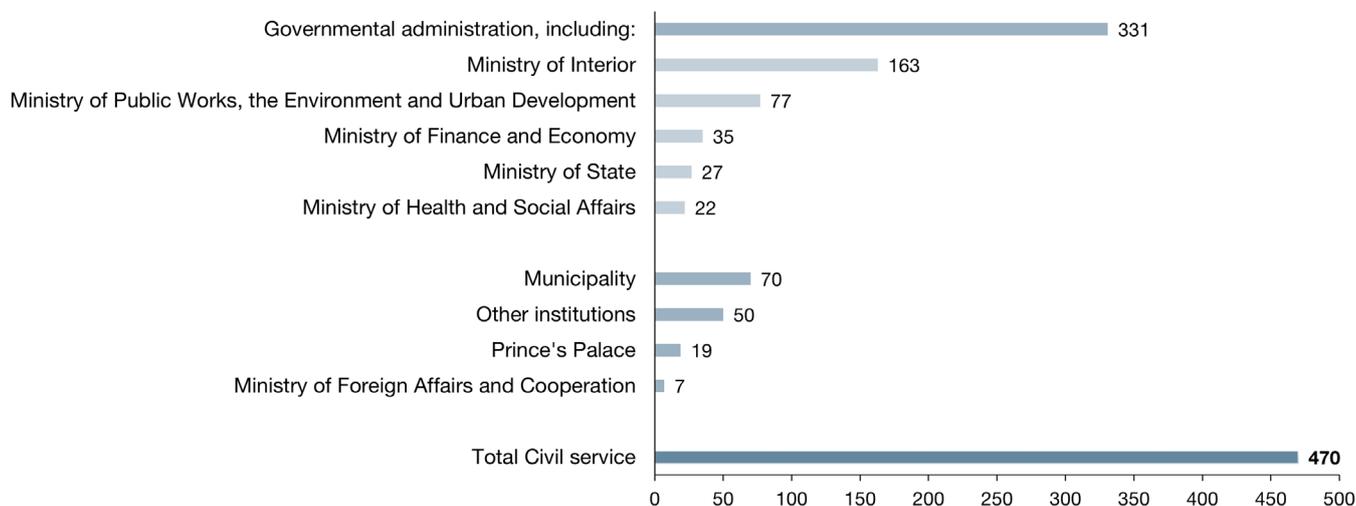
¹¹ Committees, assemblies, and constitutional bodies, Independent Authorities include the Personal Data Protection Authority, the Financial Activities Supervisory Commission, the Monegasque Financial Security Authority, the Board of Auditors, the Economic, Social and Environmental Council, the National Council and the High Commissioner for the Protection of Rights, Liberties and for Mediation.

¹² Public organisations include the Princess Grace Hospital Centre, the Monaco Scientific Centre, and, since 2024, the Académie de la Mer, the Oceanographic Museum of Monaco, and the Monaco Economic Board. As for Foundations, only the Prince Albert II of Monaco Foundation is taken into account in 2024. The Princess Charlene of Monaco Foundation and the Municipal Media Library were included up to and including 2023.

4.2. 470 new civil servants recruited in 2024 and 397 departures

At the end of 2024, after 397 departures and 470 recruitments (compared to 361 departures and 467 recruitments in 2023), the Monegasque Civil service recorded a net increase of 73 employees over the year, compared to +106 in 2023.

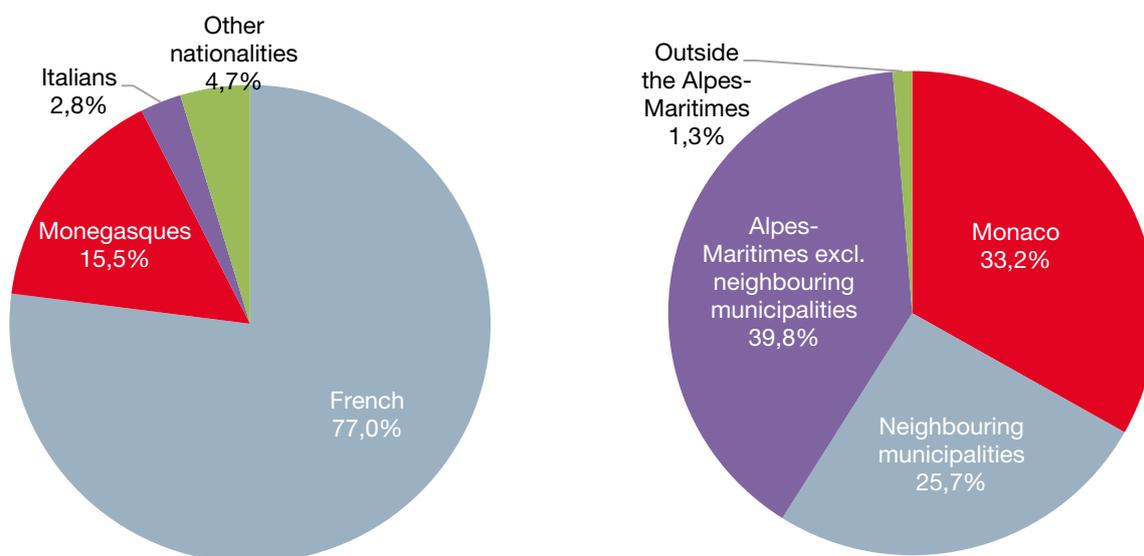
Figure 26. Number of new civil servants by administrative attachment in 2024



Sources: Human Resources and Training Department, Monaco Statistics

Among these 470 new hires, 331 joined the Governmental administration, including 163 within the Ministry of Interior and 77 within the Ministry of Public Works, the Environment and Urban Development (Figure 23). The new entrants to the public service show a relatively balanced gender distribution, with 251 men and 219 women, and an average age of 36.5 years. Nearly half of those recruited in 2024 hold a Category C position (45.5%), while 31.6% belong to Category A and 22.9% to Category B.

Figure 27. Nationality and place of residence of new civil servants in 2024



Sources: Human Resources and Training Department, Monaco Statistics

More than three-quarters of the new recruits to the public service are of French nationality (Figure 24). Monegasques represent 15.5% of the entrants, or 73 employees. Around four in ten of these new civil servants live in the Alpes-Maritimes outside the neighbouring municipalities, while a third reside in Monaco and just over a quarter in a neighbouring municipality.

4.3. The Civil service workforce is becoming more female and has increased by 17.2% over the past ten years

Table 16. Number of civil servants by administrative attachment and gender in 2024, and variation over the decade

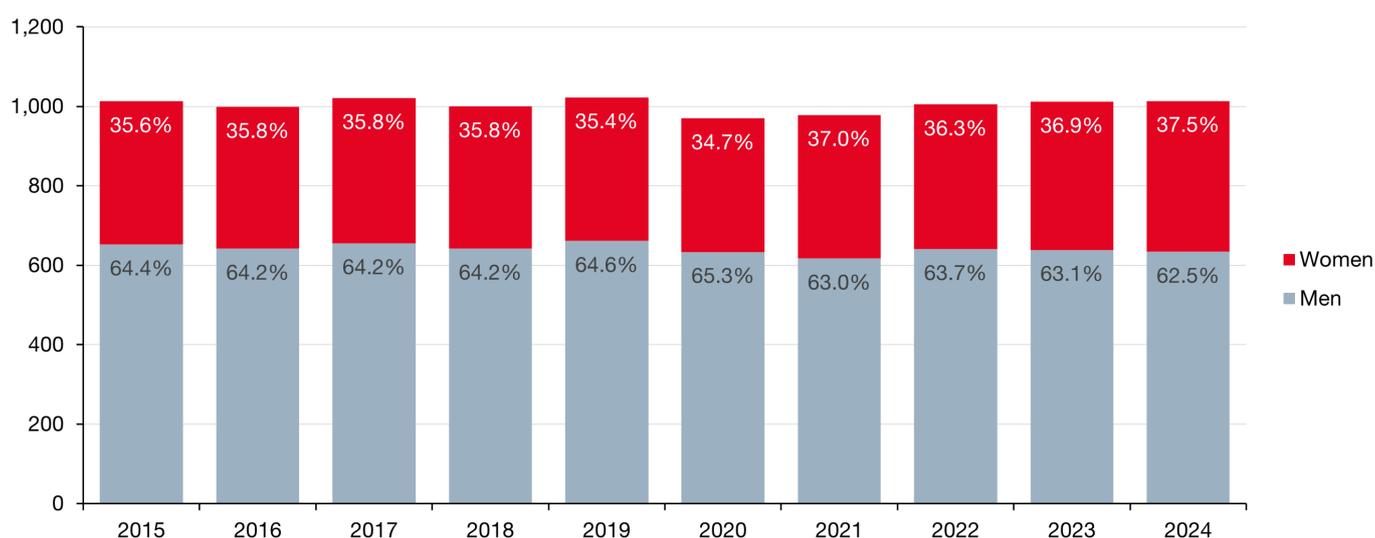
	Number of women	Share of women	Share of women var 2015-24 (percentage points)
Governmental administration, including:	1,639	41.6%	1.9
<i>Ministry of Interior</i>	810	38.9%	0.5
<i>Ministry of Public Works, the Environment and Urban Development</i>	134	17.2%	1.9
<i>Ministry of State</i>	192	54.7%	0.0
<i>Ministry of Finance and Economy</i>	215	67.0%	2.0
<i>Ministry of Health and Social Affairs</i>	232	73.7%	2.6
<i>Ministry of Foreign Affairs and Cooperation</i>	56	60.9%	-3.6
Municipality	416	55.4%	0.5
Prince's Palace	79	36.6%	6.0
Department of Justice	93	52.2%	-7.2
Committees, assemblies and constitutional bodies, Independent Authorities	65	53.3%	-8.0
Civil servants appointed in public organisations, Foundations and other entities	10	50.0%	n.a
Total	2,302	44.0%	1.5

Note: Since the staff of the Foundations has only been counted in the Civil service since 2017, the decadal variation cannot be calculated.

Sources: Human Resources and Training Department, Monaco Statistics

The Civil service has a more balanced male-female distribution than the private sector, with 44.0% women in 2024 (Table 13), whereas this share is only 37.9% in the private sector. However, the proportion of women and men varies significantly across departments, depending on the specific missions of each entity. The Ministry of Health and Social Affairs remains the most female-dominated, with 73.7% women in 2024, mainly due to the high representation of school life assistants, who make up nearly 30% of its staff. It is followed by the Ministry of Finance and Economy, as well as the Ministry of Foreign Affairs and Cooperation, where women represent 67.0% and 60.9% of employees, respectively. In contrast, the Ministry of Public Works, the Environment and Urban Development remains the most male-dominated, with a proportion of 82.8% men, due to traditionally male occupations such as parking attendants, gardeners, or construction site operators.

Figure 28. Ten-year change in the number of civil servants overall and by gender

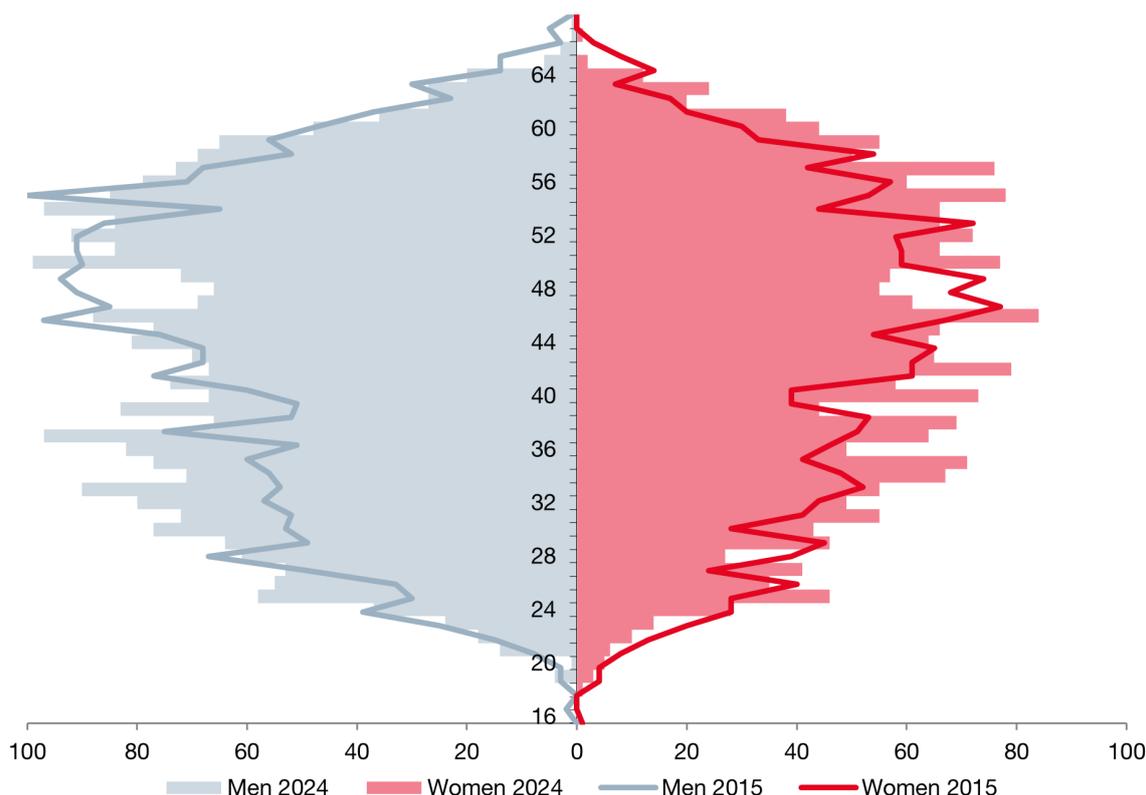


Sources: Human Resources and Training Department, Monaco Statistics

Between 2015 and 2024, the Civil service headcount grew by +17.4%, adding 774 employees over the decade (Figure 26). During the same period, the private sector workforce experienced a larger increase in volume (+27.3%). However, unlike the private sector, the proportion of women in the public sector has risen over the decade, from 42.6% in 2014 to 44.0% in 2024.

4.4. The average age of civil servants remains stable

Figure 29. Age pyramid 2015 and 2024 in the Civil service



Sources: Human Resources and Training Department, Monaco Statistics

In 2024, the average age of civil servants is 43.5 years, around one year older than in the private sector. Women, with an average age of 43.8 compared to 43.2 for men, are slightly older than their male counterparts. Since 2015, when it stood at 43.4 years, the average age of public service staff has fluctuated around 43.5 years.

Table 17. Breakdown of public service employees by age group in 2024 and decadal evolution

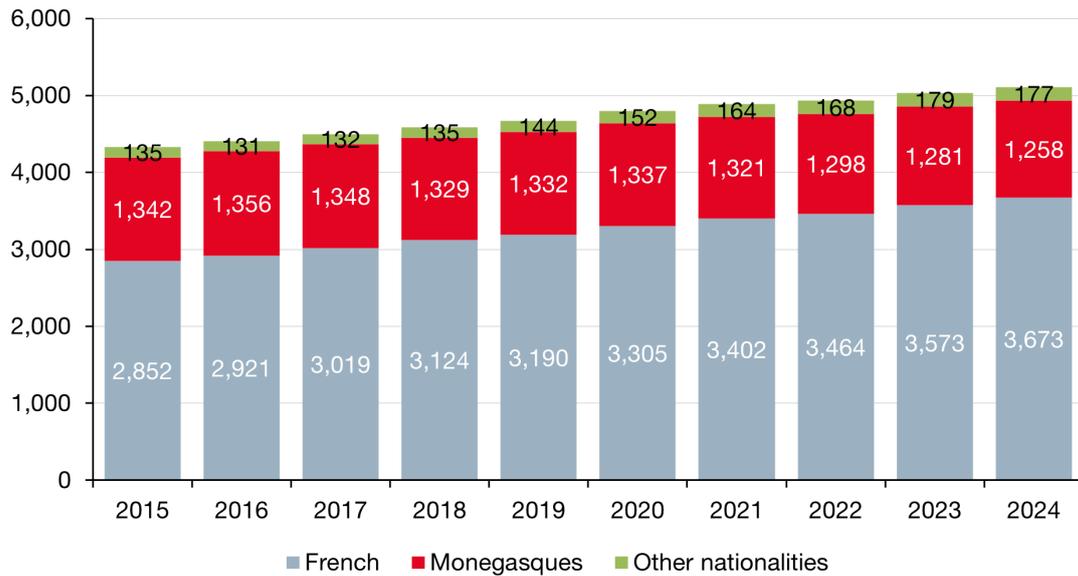
	Share of total Civil service employees	Var 2015-24 (percentage points)
15 to 24 y/o	3.2%	-0.7
25 to 34 y/o	19.9%	0.0
35 to 44 y/o	26.8%	1.0
45 to 54 y/o	30.7%	-3.5
55 to 64 y/o	18.9%	3.3
65 y/o and over	0.6%	0.0

Sources: Human Resources and Training Department, Monaco Statistics

Although the average age has changed slightly over the decade, the age distribution of employees has shifted slightly (Table 14). The 45–54 age group, which accounted for 34.2% of the workforce in 2015, now represents only 30.7% in 2024. At the same time, the proportion of 55–64-year-olds has increased by 3.3 percentage points over the period. The other age groups have seen little change, with some remaining stable.

4.5. The proportion of Monegasque nationals in the Civil service has declined over the past ten years

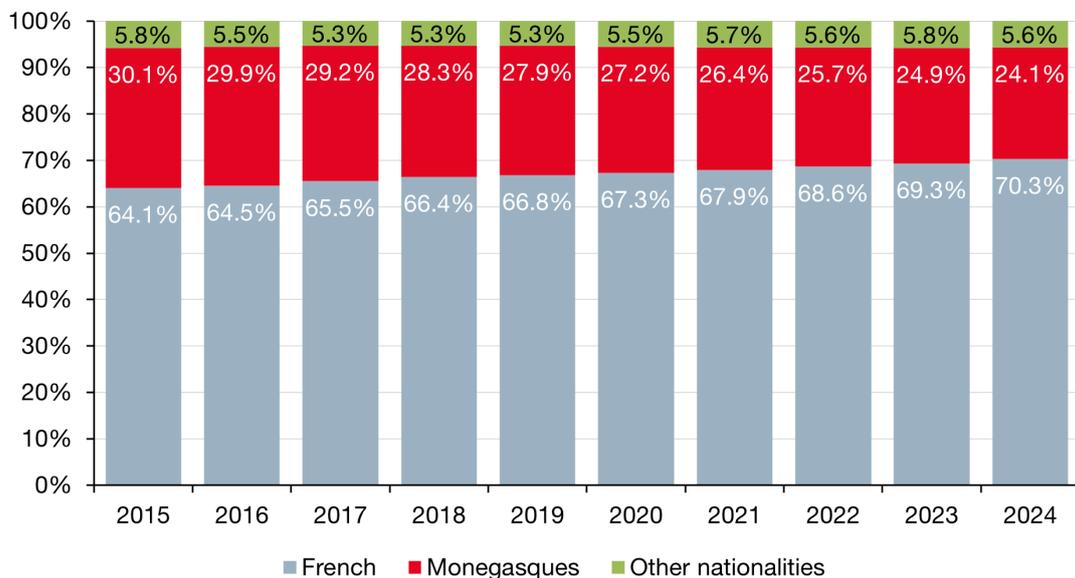
Figure 30. Ten-year change in the number of civil servants by nationality



Sources: Human Resources and Training Department, Monaco Statistics

The number of French nationals in the Civil service has steadily increased over the decade, with 821 additional individuals over ten years (Figure 28). During the same period, the number of Monegasque nationals has slightly declined, falling from 1,342 in 2015 to 1,258 at the end of 2024.

Figure 31. Decadal evolution of the national composition of the Civil service workforce

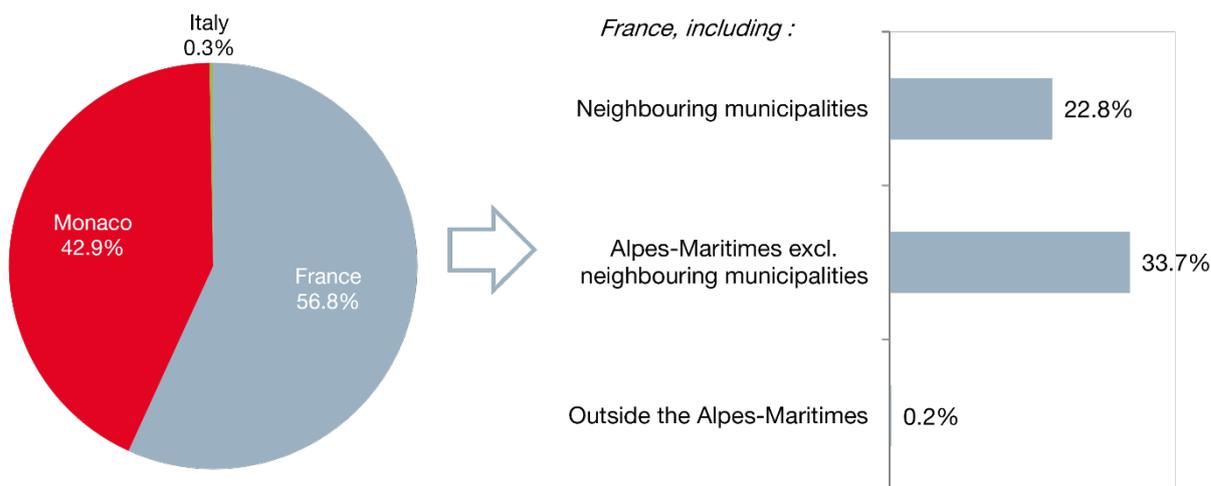


Sources: Human Resources and Training Department, Monaco Statistics

Thus, the proportion of Monegasque nationals has declined over the past ten years, falling from 30.1% in 2015 to 24.1% in 2024 (Figure 29). In contrast, the proportion of French nationals reached 70.3% in 2024, up from 64.1% in 2015. Finally, the share of civil servants of other nationalities has remained stable, fluctuating around 5.5% each year.

4.6. An increasing number of commuters are employed in the Civil service

Figure 32. Breakdown of civil servants by area of residence in 2024

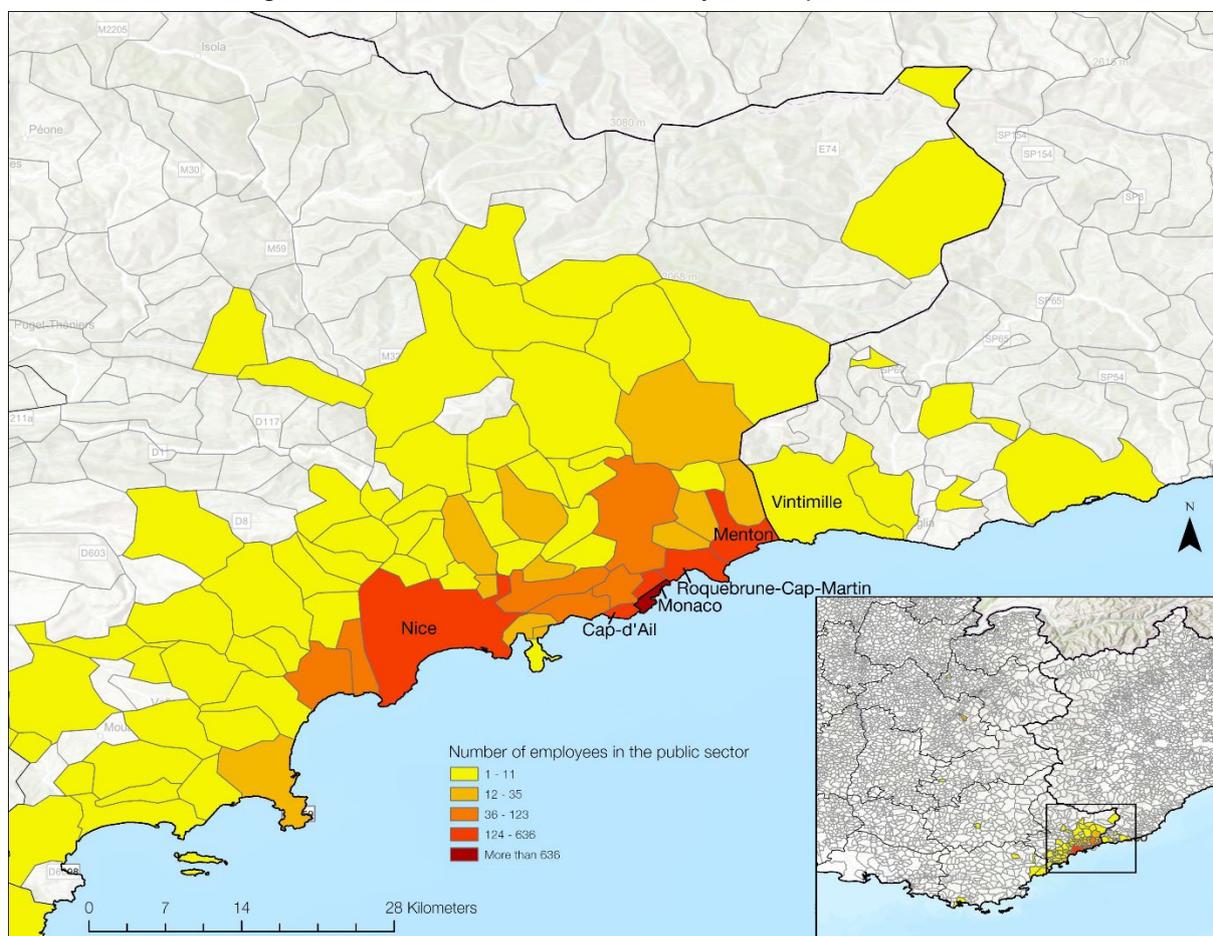


Sources: Human Resources and Training Department, Monaco Statistics

Monaco remains the primary place of residence for civil servants, accounting for 42.9% of them in 2024 (Figure 30), or 2,241 individuals, down from 43.9% in 2023.

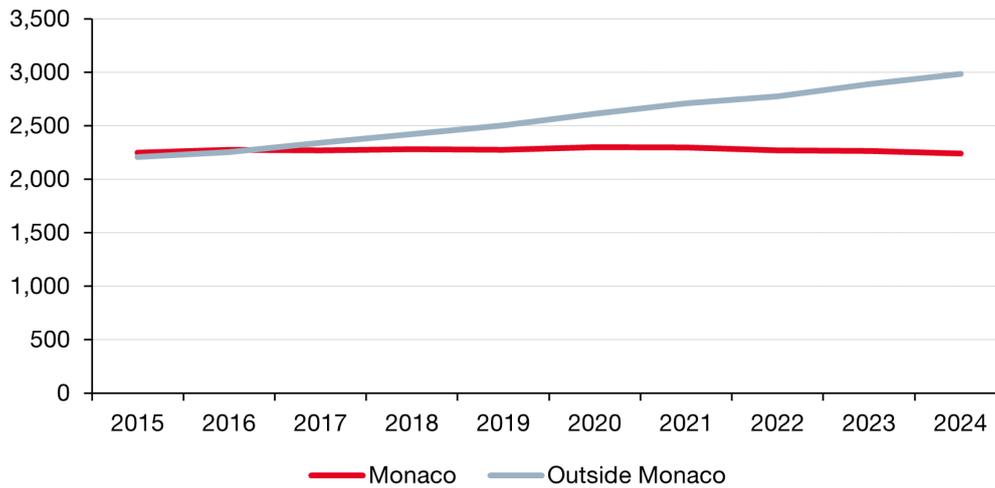
Nice and Menton follow, with 12.2% and 8.5% of the Civil service workforce (636 and 446 employees, respectively) (Figure 31), showing slight increases of 0.1 and 0.4 percentage points compared to the previous year. The neighbouring municipalities host 22.8% of employees, or more than 1,193 individuals, with Roquebrune-Cap-Martin leading the way (7.0%). Finally, 13.6% of employees live in municipalities other than those mentioned.

Figure 33. Number of civil servants by municipalities in 2024



Sources: Human Resources and Training Department, Monaco Statistics

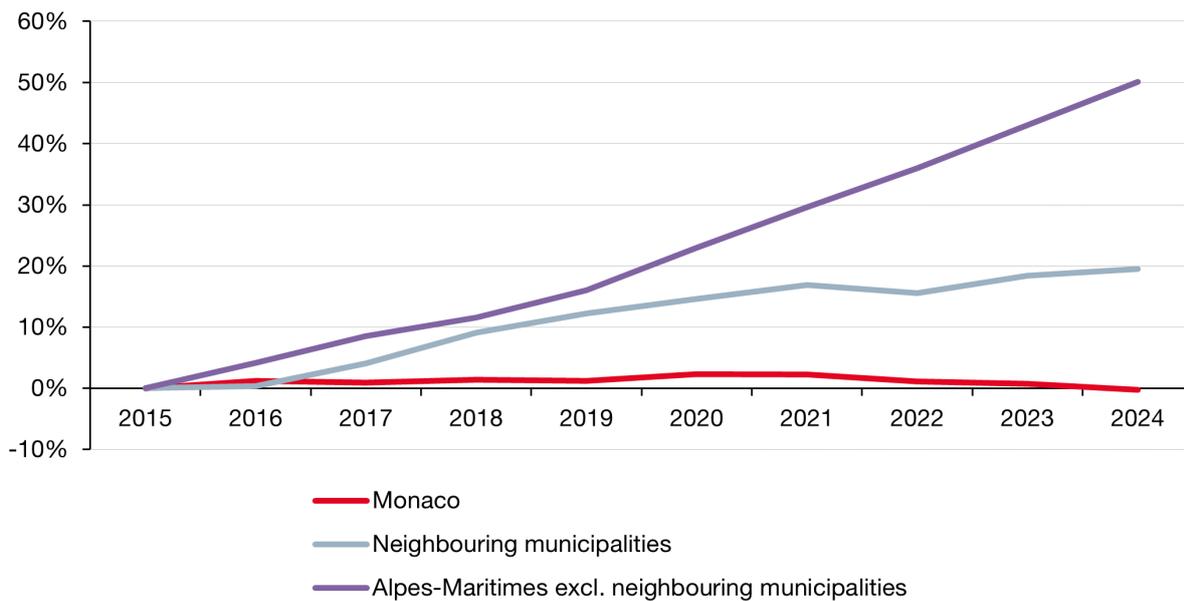
Figure 34. Decadal evolution of the Civil service workforce by place of residence



Sources: Human Resources and Training Department, Monaco Statistics

In 2015, civil servants residing in Monaco made up the majority, accounting for 50.5% of the workforce, or 2,247 individuals (Figure 32). While this number has slightly decreased over the past decade (-0.3%), the number of commuters has seen a sharp increase (+35.4%), rising from around 2,200 to nearly 3,000 employees between 2015 and 2024. As a result, in 2024, public service employees living in Monaco now represent only 42.9% of the total Civil service workforce.

Figure 35. Ten-year change of the Civil service workforce by area of residence



Sources: Human Resources and Training Department, Monaco Statistics

Among civil servants residing outside the Principality, the number of employees living in the Alpes-Maritimes, excluding neighbouring municipalities, has increased by over 50% over the decade, rising from 1,173 individuals in 2015 to 1,761 by the end of 2024, or an increase of 588 people (Figure 33). The number of civil servants residing in neighbouring municipalities has also grown, though to a more modest extent: +19.5%, or 195 additional employees. Furthermore, of these 195 additional civil servants, the municipality of Roquebrune-Cap-Martin hosts 133, and Cap-d'Ail 37.

5. Self-employed workers

5.1. Over 6,000 self-employed workers at the end of 2024

As of 31 December 2024, the number of active self-employed workers has increased, and so has the number of their activities.

Table 18. Number of self-employed workers and activities in 2024

	Number	Variation 2023/24
Self-employed workers	6,092	2.4%
Activities	6,420	0.8%
Ratio activities/self-employed workers	1.05	-1.6%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, Monaco records 6,092 active self-employed workers, spread across 6,420 distinct activities, representing increases of 2.4% and 0.8%, respectively, compared to 31 December 2023 (Table 18). On average, each self-employed worker engages in 1.05 activities, compared to 1.07 last year and 1.12 ten years ago.

Table 19. Breakdown of self-employed activities by type in 2024

	Number of activities	Share	Variation 2023-24
Other specialised activities (design, photographic, translation etc.)	978	15.2%	6.8%
Wholesale trade	931	14.5%	-2.8%
Management consultancy activities	587	9.1%	-0.3%
Real Estate activities	381	5.9%	-10.4%
Retail sales in stores	349	5.4%	-4.1%
Administrative and support service activities	347	5.4%	0.6%
Information and communication	346	5.4%	4.8%
Arts, entertainment and recreation	335	5.2%	5.0%
Construction	275	4.3%	-2.5%
Medical and dental practice activities	252	3.9%	3.7%
Accommodation and food service activities	194	3.0%	-3.5%
Architectural and engineering activities	163	2.5%	8.7%
Other personal service activities	147	2.3%	7.3%
Education, Public administration	132	2.1%	-4.3%
Legal and accounting activities	114	1.8%	3.6%
Paramedical professions	114	1.8%	11.8%
Taxi operation	114	1.8%	4.6%
Other transportation and storage activities	101	1.6%	6.3%
Hairdressing and other beauty treatment	99	1.5%	0.0%
Retail trade not in stores	92	1.4%	-1.1%
Others	369	5.7%	1.7%
Total	6,420	100%	0.8%

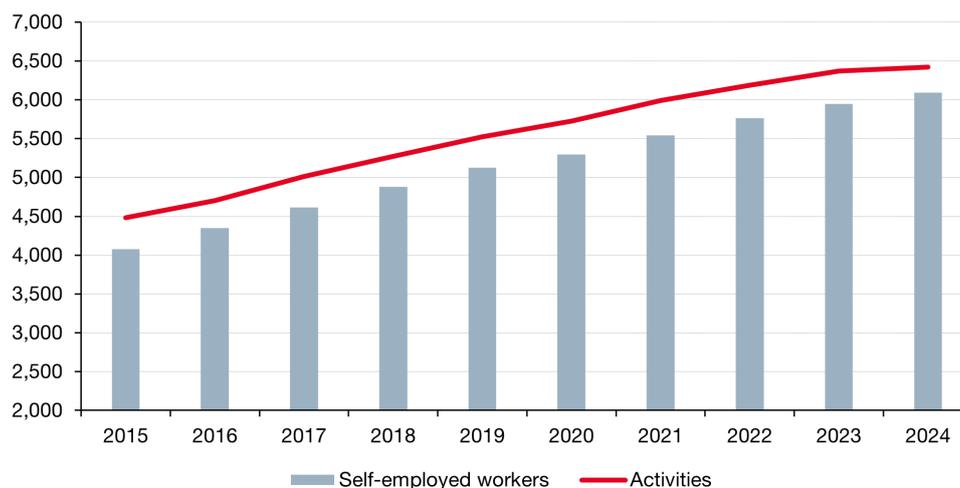
Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2024, for the first time, Other specialised activities (design, photography, translation, etc.) have surpassed Wholesale trade in number. With nearly one thousand activities recorded at the end of the year, they account for 15.2% of all self-employed professions, compared to 14.5% for Wholesale trade (931 activities) (Table 19). Management consultancy ranks third with 587 activities, or 9.1% of the total.

Between 2023 and 2024, Paramedical professions and those in Architectural and engineering activities saw the largest increases in volume, with growth of 11.8% and 8.7% respectively. Conversely, Real Estate activities recorded the sharpest decline (-10.4%).

5.2. Nearly 1,900 additional self-employed activities over ten years

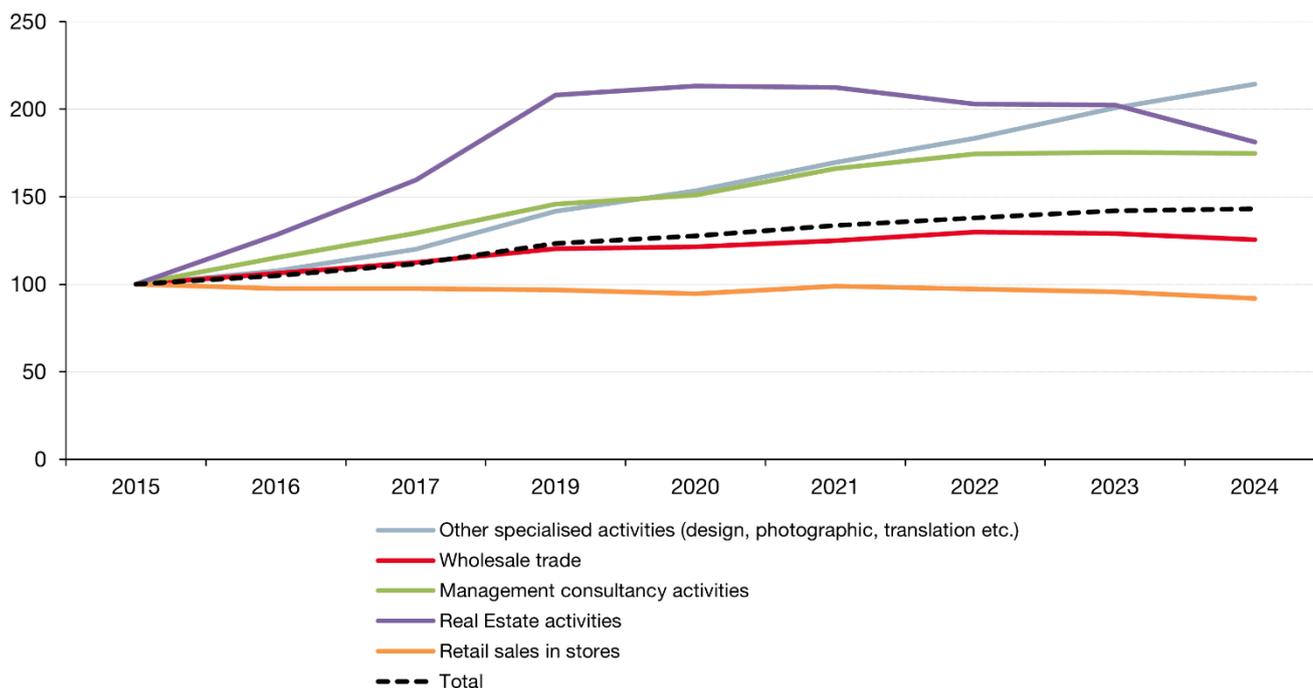
Figure 36. Ten-year evolution in the number of self-employed workers and their activities



Sources: *Caisses sociales de Monaco, Monaco Statistics*

Although growth has slowed in recent years, the number of self-employed workers and their activities has increased steadily since 2015 (Figure 37). In 2024, there are 1,937 more activities and 2,016 more self-employed workers than ten years ago.

Figure 37. Ten-year change in the top five activities among self-employed workers



Reading: The number of Other specialised activities (design, photography, translation, etc.) increased by 114.5% between 2015 and 2024 (index 214.5 in 2024). Over the same period, the total number of self-employed activities in the Principality rose by 43.2% (index 143.2 in 2024)

Sources: *Caisses sociales de Monaco, Monaco Statistics*

The total number of activities carried out by self-employed workers increased by 43.2% between 2015 and 2024 (Figure 38). Among them, Other specialised activities (design, photography, translation, etc.) experienced the strongest growth over the period, rising by 114.5% (+522 activities), thus becoming the most common in the Principality. Although declining this year, Real Estate still recorded a ten-year increase of 81.4% (+171). Additionally, with 251 additional activities, Management consultancy activities showed the second highest growth in absolute terms (+74.7%). Lastly, Retail trade in stores was the only sector to decline over the period, with a decrease of 8.2% (-31 activities).

5.3. A majority of self-employed workers are male and in their fifties

Table 20. Proportion of women among self-employed workers by sector of activity in 2024

	Number of women	Share of women
Hairdressing and other beauty treatment	64	77.4%
Paramedical professions	59	53.8%
Other personal service activities	67	52.0%
Education, Public administration	63	50.5%
Retail sales in stores	114	40.8%
Legal and accounting activities	47	40.6%
Administrative and support service activities	113	37.3%
Medical and dental practice activities	81	34.3%
Other specialised activities (design, photographic, translation etc.)	301	31.4%
Retail trade not in stores	29	30.5%
Arts, entertainment and recreation	96	30.3%
Management consultancy activities	163	28.1%
Real Estate activities	83	27.6%
Accommodation and food service activities	42	25.3%
Wholesale trade	228	24.2%
Architectural and engineering activities	31	17.8%
Information and communication	61	17.8%
Other transportation and storage activities	17	15.9%
Construction	34	12.7%
Taxi operation	11	9.9%
Others	83	23.4%
Total	1,786	29.3%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

At the end of 2024, the population of self-employed workers comprises 4,306 men and 1,786 women, representing a distribution of 70.7% men and 29.3% women (Table 20). The proportion of men is thus approximately 9 percentage points higher than among employees in the private sector. Although women remain a clear minority, their share has slightly increased over the decade, rising from 27.9% in 2015 to 29.3% in 2024.

The only sector with a notably high female presence is Hairdressing and other beauty treatment, with more than three-quarters of workers being women. In contrast, the sectors of Taxi operation, Construction, Other transportation and storage activities, Information and communication, and Architectural and engineering activities remain predominantly male, with between eight and nine men for every ten self-employed workers.

Table 21 Evolution of the age distribution of self-employed workers

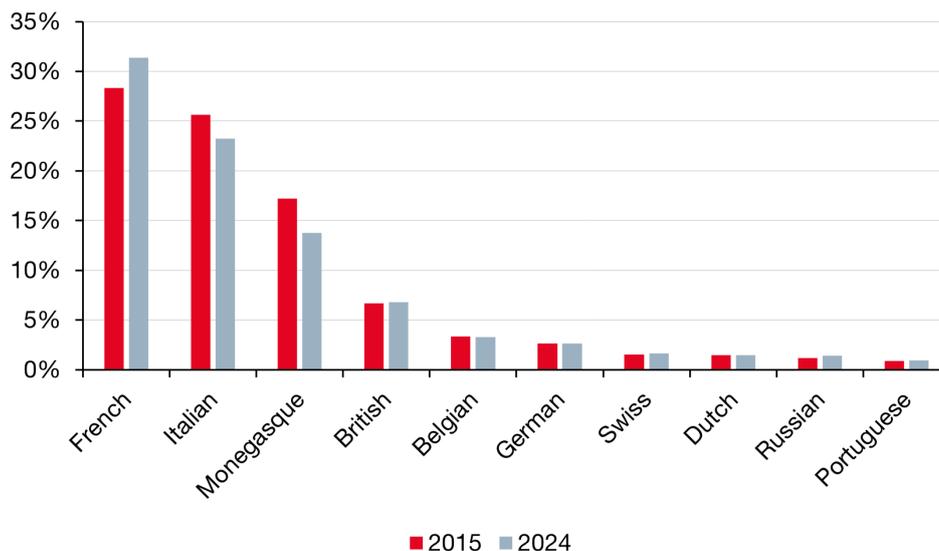
	Share 2015	Share 2024
18 to 24 y/o	1.0%	1.6%
25 to 34 y/o	10.0%	10.9%
35 to 44 y/o	21.7%	20.2%
45 to 54 y/o	32.2%	26.8%
55 to 64 y/o	22.4%	26.2%
65 y/o and over	12.7%	14.4%
Total	100%	100%

Sources: *Caisses sociales de Monaco, Monaco Statistics*

The average age of self-employed workers is 50.8 years in 2024, compared to 50.1 years in 2015. The 45-54 age group remains the most represented in this population, accounting for 26.8% of self-employed workers, followed by the 55-64 age group with 26.2% (Table 21).

5.4. 840 Monegasque self-employed workers in 2024

Figure 38. Distribution of the most represented nationalities among self-employed workers in 2015 and 2024



Sources: *Caisses sociales de Monaco, Monaco Statistics*

In 2024, French nationality remains the most represented among self-employed workers, with 1,910 people, accounting for 31.4% of the total (Figure 39). Italians follow with 1,415 workers, representing 23.2% of the self-employed population. The number of Monegasques has increased over the last decade, reaching 840 in 2024, compared to 795 in 2023 and 702 ten years ago. However, their share of the self-employed workforce has significantly decreased over the period, dropping from 17.2% to 13.8%.

The number of activities carried out by Monegasques reaches 1,166 in 2024 (1,138 in 2023), resulting in an average ratio of 1.39 activities per national worker, higher than the overall average of 1.05.

Real Estate remain the most represented among Monegasque self-employed workers, making up 9.7% of their activities (compared to 10.2% in 2023), followed by Other specialised activities (design, photography, translation, etc.) at 9.2% (8.3% in 2023) and Retail trade in stores at 8.1% (8.6% last year).

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). 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 were revised. Thus, changes and results prior to 2022 may differ from those in previous Monaco Statistics publications.

Statistics on remote workers 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 during 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 considered, as opposed to substitutes filling in for open positions or unpaid leave.
- Self-employed workers: all individuals authorised to exercise 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 as 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. Similarly, 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 economic sectors, which form an aggregation of the 88 divisions (level 2) of the NAF rev. 2, 2008, were selected.

Additional notes

The number of workers in the Principality is nearly twice that of the residents, so some traditional labour market indicators cannot be directly calculated within the Principality. This is particularly the case for the employment rate, which measures the proportion of people of working age (typically between 15 and 64 years old) who are employed, and the unemployment rate, which represents the proportion of active individuals (of working age and actively seeking employment) who are unemployed.

Employment Observatory 2024

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