

The number of temporary workers in the Principality was estimated at more than 11,400 in 2019 (people who worked in a temporary position for at least one hour, including all assignment lengths). The temporary worker population is primarily made up of those who commute to Monaco. It is predominantly French, young and male. Temporary employment, which experiences seasonal variations, is particularly highly represented in the construction and accommodation and food service activities sectors.

### Temporary workers are primarily young and male

In 2019, a total of 11,407 people worked for at least one hour in a temporary employment assignment, having been placed by a temporary employment agency in Monaco. Of these, 16.7% worked for at least two different agencies. More than three quarters of temporary employees are men (compared with 60% of all private-sector employees). The average age of temporary workers is 37.9 years, four years younger than the average for all private sector employees in 2019. On average, female temporary workers are younger than their male counterparts, by more than three years.

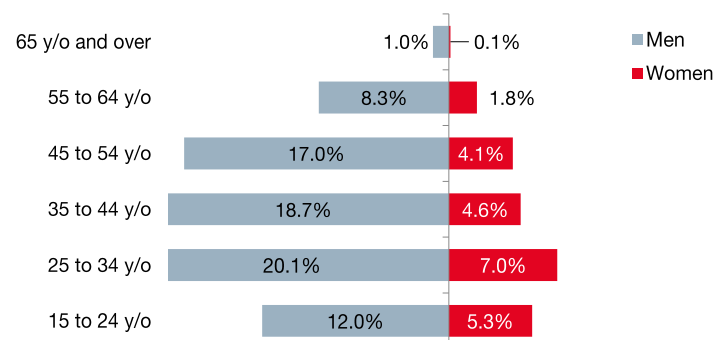
The atypical population pyramid for temporary employees highlights the strong presence of men and people from younger age brackets in this population. The 25–34 age group accounted for the largest number of temporary workers in 2019 (27.1% of all workers), and this was true for both men and women. The under-35s made up 44.4% of temporary employees (compared with 29.8% of all private-sector employees).

### 1. Number of temporary employees, breakdown and mean age by gender in 2019

	Number of temporary employees	Share	Average age
Men	8,791	77.1%	38.6 y/o
Women	2,616	22.9%	35.4 y/o
<b>Total</b>	<b>11,407</b>	<b>100%</b>	<b>37.9 y/o</b>

Sources: Temporary work agencies, Monaco Statistics

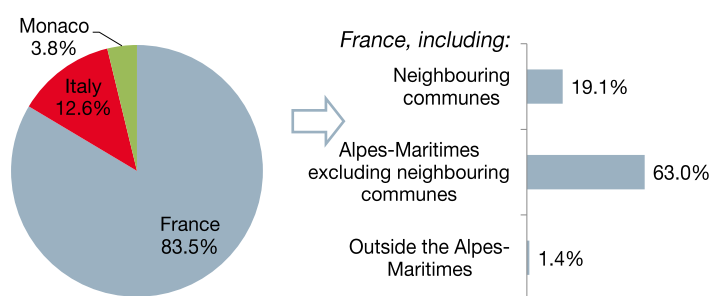
### 2. Breakdown of temporary employees by age group and gender in 2019



Sources: Temporary work agencies, Monaco Statistics

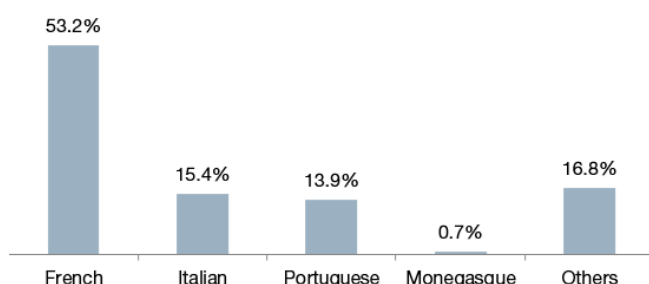
### Almost all temporary employees live outside Monaco, and French nationals prevail

#### 3. Breakdown of temporary employees by place of residence in 2019



Sources: Temporary work agencies, Monaco Statistics

#### 4. Breakdown of temporary employees by nationality in 2019



Sources: Temporary work agencies, Monaco Statistics

In 2019, more than 96% of temporary employees placed by a Monegasque agency lived outside the Principality, with 83.5% living in France. Fewer than one in five workers lived in a neighbouring commune (Beausoleil, Cap d'Ail, La Turbie, Roquebrune-Cap-Martin), while 63% lived in another commune within the Alpes-Maritimes area (Nice was at the top of the list). The proportion of workers living further away than the neighbouring communes was higher among temporary employees than among private sector employees as a whole, by around 10 percentage points. Residents of Italy accounted for 12.6% of temporary employees (compared with 8.6% of private sector employees).

More than 90 different nationalities were represented among temporary workers in 2019. French nationals dominated this population, although they accounted for a lower proportion of temporary workers (53.2%) than of private sector employees as a whole (62.9%). Italian workers make up a similar share of temporary employees and of private sector employees in general, while the proportion of Portuguese nationals among temporary employees is significantly higher than that in the overall population – twice as large, in fact. Monegasque nationals make up a very marginal proportion of temporary employees.

## A sector that experiences seasonal variations

The number of hours worked by temporary employees amounted to more than 6.8 million in 2019, or around 7% of the total volume of hours worked in the private sector (94 million). Dividing this by the number of people involved, temporary employees worked an average of 600 hours under this status during the year.

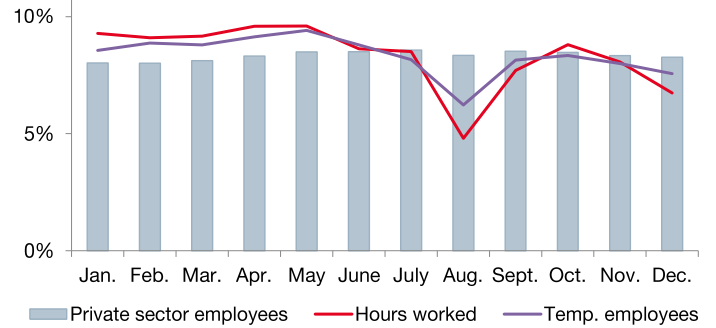
Temporary employment is subject to seasonal variations dictated by the Principality's economic activity to a much higher degree than private sector employment in general. In 2019, the numbers of temporary employees and hours worked were highest in May, the month which sees the Monaco Formula 1 Grand Prix and the beginning of the tourist season. Conversely, there was a sharp decline in temporary employment in August, which had the lowest figures for the year. January, August and December are the months in which the gap between the number of hours and the number of temporary employees is largest. At the very beginning of the year, hours worked exceeded the number of employees, so the average hours per temporary employee were higher in January. This phenomenon was reversed in August (the result of a reduction in activity in the construction sector) and in December.

## 5. Number of hours worked and number of temporary employees in 2019

Number of hours worked	Number of temporary employees	Average number of hours worked per temporary employee
6,847,479	11,407	600

Sources: Temporary work agencies, Monaco Statistics

## 6. Seasonality of staff numbers in the private sector, temporary employees, and hours worked in temporary employment in 2019



Interpretation: January 2019 accounted for 9.3% of all hours worked in temporary employment during the year, 8.6% of temporary employees and 8% of private sector employees (including temporary employees)

Sources: Temporary work agencies, Monaco Statistics

## Nearly 40% of temporary assignments are in the construction sector

### 7. Average number of assignments per temporary employee in 2019

Number of assignments	Number of temporary employees	Average number of assignments per temporary employee
44,011	11,407	3.9

Sources: Temporary work agencies, Monaco Statistics

### 8. Breakdown of a number of assignments by major economic sector of the hiring company in 2019

	Share of assignments
Construction	42.2%
Accommodation and food service activities	20.5%
Scientific and technical activities, administrative and support service activities	10.4%
Retail trade	7.3%
Manufacturing, mining and quarrying, and others industries	6.6%
Transportation and storage	3.5%
Other service activities	2.8%
Wholesale trade	2.2%
work activities	1.9%
Real Estate activities	1.3%
Financial and insurance activities	0.8%
Information and communication	0.5%
<b>Total</b>	<b>100%</b>

Sources: Temporary work agencies, Monaco Statistics

More than 44,000 temporary assignments were completed in 2019, an average of 3.9 per temporary worker over the year.

Construction and accommodation and food service activities were the major economic sectors that made most use of temporary staff: in 2019, 62.7% of assignments were for companies whose primary activity fell within one of these sectors. Within the accommodation and food service activities sector, most assignments (approximately eight out of ten) were related to event catering activities. In third place, scientific and technical activities, administrative and support services, which produced more salaried positions in Monaco than any other sector, accounted for 10.4% of temporary assignments in 2019. Information and communication, and financial and insurance activities are the sectors that make least use of temporary employment.

The roles (or skills) most often sought reflect the activities carried out in the major economic sectors that hire temporary staff: unskilled worker, waiter/waitress, warehouse staff, cleaner and cook were some of the most in-demand temporary roles in 2019.

## Most assignments are for Monegasque companies

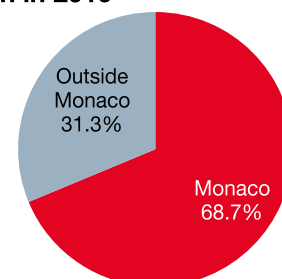
In 2019, more than two thirds of temporary assignments were carried out for companies based in the Principality (registered in Monaco). The majority of the remaining hiring companies were French.

Sources: the data presented in this Focus was collected by Monaco Statistics from 15 temporary employment agencies in the Principality on 31/12/2019.

Temporary worker population: all temporary workers who have a Monaco Social Security Funds registration number and completed at least one hour of work in 2019 have been included.

Assignments: all assignments carried out by temporary employees in 2019 have been included, regardless of the number of hours worked.

## 9. Breakdown of assignments by hiring company's country of origin in 2019



Sources: Temporary work agencies, Monaco Statistics