

Monaco's civil service workforce has grown consistently since 2013 and stood at 4,911 people^[1] on 31 December 2020, an increase of 2.8% over the previous year and 16.0% larger than in 2013. The proportion of women is increasing, although men represent 57% of public-sector employees (they account for 60% in the private sector). French nationals and commuters, whose numbers increase each year, still make up the majority of staff. The mean age of 43.6 years has remained stable for several years.

76,5 % of staff worked in government Administration

Table 1. Number of civil servants by administrative posting and sex in 2020

	Number of employees	Share of men	Share of women	Weight
Governmental administration, including:	3,757	59.4%	40.6%	76.5%
Ministry of Interior	2,002	61.8%	38.2%	40.8%
Ministry of Public Works, the Environment and Urban Development	756	83.5%	16.5%	15.4%
Ministry of Health and Social Affairs	307	26.7%	73.3%	6.3%
Ministry of Finance and Economy	299	34.8%	65.2%	6.1%
Ministry of State	299	47.5%	52.5%	6.1%
Ministry of Foreign Affairs and Cooperation	94	37.2%	62.8%	1.9%
Municipality	712	44.5%	55.5%	14.5%
Prince's Palace	197	67.0%	33.0%	4.0%
Department of Justice	155	46.5%	53.5%	3.2%
Committees, assemblies and constitutional bodies	65	47.7%	52.3%	1.3%
Foundations	15	60.0%	40.0%	0.3%
Civil servants appointed in public organisations	10	20.0%	80.0%	0.2%
TOTAL	4,911	56.9%	43.1%	100%

Sources: Human Resources and Training Department, Monaco Statistics

At the end of 2020, the Government Administration accounted for more than three quarters of civil service staff, the majority of whom worked in the Ministry of the Interior. The Commune, which accounted for 14.5% of all staff, had more than 700 employees.

Although the Government Administration was dominated by men (who account for nearly 60% of staff), three of the five ministries employed more women than men, as did the Ministry of State. The gender distribution varied significantly depending on the nature of the work: the Ministry of Health and Social Affairs was the most female-dominated (around three quarters of staff were women) while the Ministry of Public Works, the Environment and Urban Development had the highest share of men (more than eight out of ten employees).

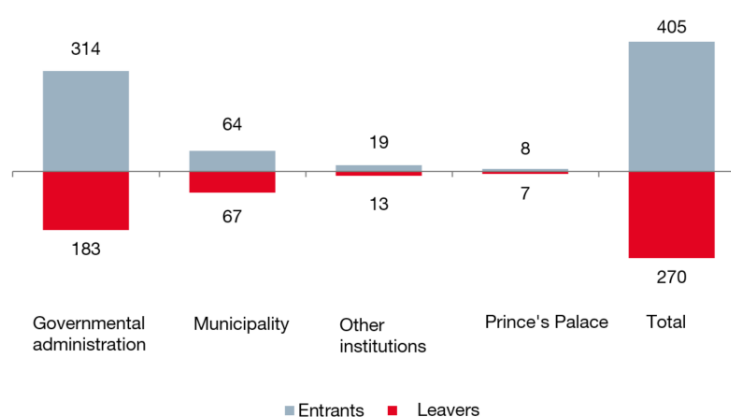
Majority of new entrants has joined Government Administration

Following the departure of 270 staff and recruitment of 405 new employees, the Monegasque civil service had an additional 135 employees compared with 2019. Additional recruitment by departments (+39 surplus staff) to help manage the health crisis was part of the reason for this increase.

The vast majority of new recruits joined the Government Administration, which numbered an additional 131 staff in 2020, nearly half in the Ministry of Interior.

These 405 new entrants, evenly split between men and women, had a mean age of 34 years. Seven out of ten were of French nationality and nearly 70% lived in Monaco or a neighbouring commune (42% and 26% respectively).

Figure 1. Number of civil service entrants and leavers by posting in 2020



Sources: Human Resources and Training Department, Monaco Statistics

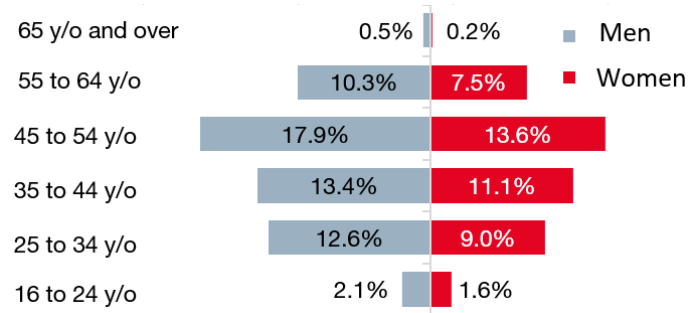
[1] Rule for counting staff: only active current employees are counted, i.e. those staff who are in "active" roles or who are considered "surplus" staff (staff "on secondment" and "unpaid leave" are excluded). Replacements brought in to cover for staff on sick or maternity leave are not included, but those brought in to fill vacant positions or to cover unpaid leave are counted.

Men still in majority in 2020

Of the 4,911 employees in the civil service as of 31 December 2020, nearly 2,800 or 56.9% were men. This proportion has decreased by 0.5 points since 2019.

The mean age of civil service employees was the same for men and women: 43.6 years (compared with 42 years in the private sector). The overall mean age fell slightly compared with last year (-0.1 years). The proportion of employees aged 35-44 declined by 0.7 points, while the share of those aged 55-64 increased at a similar rate (+0.6 points). The 45-54 age group continued to be the most strongly represented.

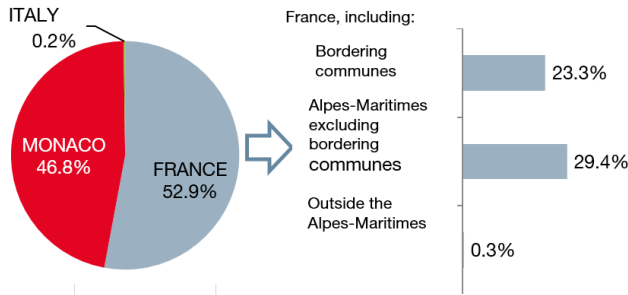
Figure 2. Distribution of public servants by age group and gender in 2020



Sources: Human Resources and Training Department, Monaco Statistics

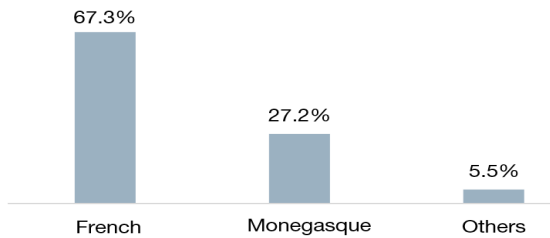
More than half of civil service employees lived in France

Figure 3. Distribution of public servants by place of residence in 2020



Sources: Human Resources and Training Department, Monaco Statistics

Figure 4. Breakdown of civil servants by nationality in 2020



Sources: Human Resources and Training Department, Monaco Statistics

Proportion of staff in category A posts continues to increase

Nearly a third of civil service employees occupied a category A post, up 0.5 points compared with the end of 2019. The proportion of staff in category C posts, on the other hand, fell (-0.5 points).

Distribution varied according to sex: more than half of men occupied category C posts (down 0.6 points compared with 2019), while only a third of women belonged to this category. This can be explained by the over-representation of men in some category C roles.

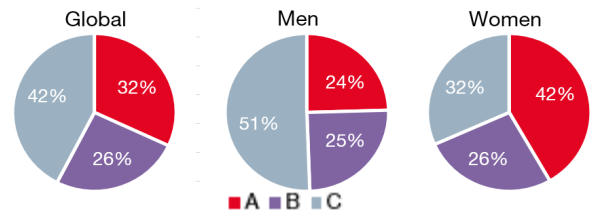
Women were more broadly represented in category A: 41.7%, an increase of 0.3 points compared with 2019.

Age had a significant influence on the administrative categories. More than half of staff under the age of 35 were in a category C post. This proportion fell below 40% with age.

Although the number of public-sector employees who live in Monaco increased (by 25 people), the proportion fell (-0.8%) in favour of French residents. Commuters accounted for 53.2% of staff in 2020, an increase of 0.9 points compared with the end of 2019. Staff living outside neighbouring communes accounted for most of these employees, making up 29.4% of the workforce (a large majority of whom are men), up 0.7 points compared with last year. Residents of neighbouring communes (Beausoleil, Cap d'Ail, La Turbie and Roquebrune-Cap-Martin) accounted for 23.3% of civil service employees, up 0.2 points.

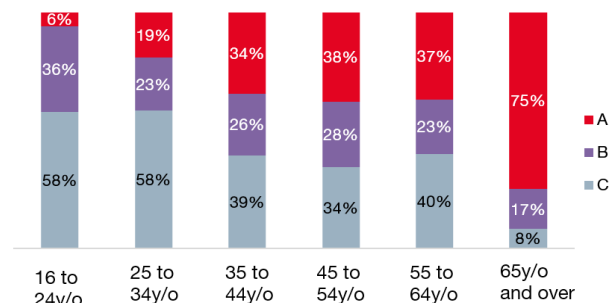
There were more than 1,300 Monegasque nationals working in the civil service, accounting for more than a quarter of all staff (27.2%). This is a significantly higher proportion than in the private sector, where 1.9% of employees were Monegasque in 2020. French nationals made up more than two thirds of staff in the public sector and were mostly male (65%). Conversely, 62% of Monegasque nationals working in the civil service were women. Among other nationalities, the distribution of men and women was balanced.

Figure 5. Distribution of public servants by job category and gender in 2020



Sources: Human Resources and Training Department, Monaco Statistics

Figure 6. Breakdown of civil servants by category and age group in 2020



Sources: Human Resources and Training Department, Monaco Statistics