

Monaco's Civil Service workforce exceeds 5,000 people for the first time on 31 December 2021 (+2% compared to 2020). More than three quarters of these employees are in the Governmental Administration. The gender breakdown of civil servants has remained stable, with 57% men. On the other hand, French nationals and commuters remain in the majority, and their presence has increased compared to the previous year.

### More than 5,000 people are working in the Civil Service at the end of 2021

On 31 December 2021, the Civil Service numbered 5,008 employees, up 2% on the previous year, i.e. 97 additional people. The growth rate of female employees is significantly higher, tending to gradually reduce the gender gap, although the overall gender distribution remains constant (57% for men and 43% for women).

#### 1. Number of civil service employees, distribution by gender in 2021 and evolution

	Men	Women	Total
Number of employees	2,834	2,174	5,008
Change 2020-2021	+1.4%	+2.7%	+2.0%

Sources: Human Resources and Training Department, Monaco Statistics

### The Governmental Administration accounts for more than three quarters of the workforce

#### 2. Number of civil service employees, distribution by administrative attachment and gender in 2021

	Number of employees	Share of men	Share of women	Weight
Governmental administration, including:	3,838	58.9%	41.1%	76.6%
Ministry of Interior	2,038	62.2%	37.8%	40.7%
Ministry of Public Works, the Environment and Urban Development	743	82.9%	17.1%	14.8%
Ministry of Health and Social Affairs	347	25.4%	74.6%	6.9%
Ministry of State	316	47.2%	52.8%	6.3%
Ministry of Finance and Economy	302	35.4%	64.6%	6.0%
Ministry of Foreign Affairs and Cooperation	92	35.9%	64.1%	1.8%
Municipality	726	45.3%	54.7%	14.5%
Prince's Palace	195	67.2%	32.8%	3.9%
Department of Justice	159	44.7%	55.3%	3.2%
Committees, assemblies and constitutional bodies	66	47.0%	53.0%	1.3%
Foundations	14	57.1%	42.9%	0.3%
Civil servants appointed in public organisations	10	40.0%	60.0%	0.2%
<b>TOTAL</b>	<b>5,008</b>	<b>56.6%</b>	<b>43.4%</b>	<b>100%</b>

Sources: Human Resources and Training Department, Monaco Statistics

The Governmental Administration accounts for 76.6% of the Civil Service workforce, of which more than 40% is in the Ministry of Interior. With more than 700 agents, the Municipality represents 14.5% of the total workforce. These proportions have changed only slightly over the past several years.

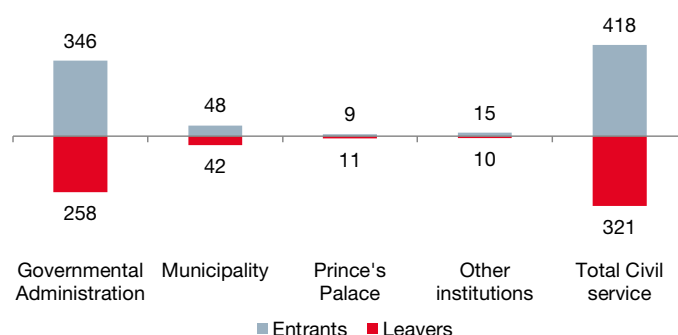
While men are in the majority in the civil service overall, the gender distribution differs markedly from one Ministry to another because of the nature of its activities. Several of them continue to have a higher proportion of women: this is the case in particular for the Ministry of Health and Social Affairs, the Ministry of Finance and Economy and the Ministry of Foreign Affairs and Cooperation, each of which has more than 6 women out of 10.

### Nearly 100 additional employees in the Civil Service compared to 2020

With 418 hires and 321 departures from the workforce between 2020 and 2021, the Civil Service has 97 more people. With 210 women and 208 men, the population of new entrants to the civil service is balanced. These new entrants, aged 34 on average, are French in over 70% of cases and live in Monaco in over 40% of cases. The vast majority of new recruits have joined the Governmental Administration.

The Department of Health Affairs and the Police Department have seen the greatest net increase in staff (incoming-outgoing) compared to 2020 (+27 and +20 agents).

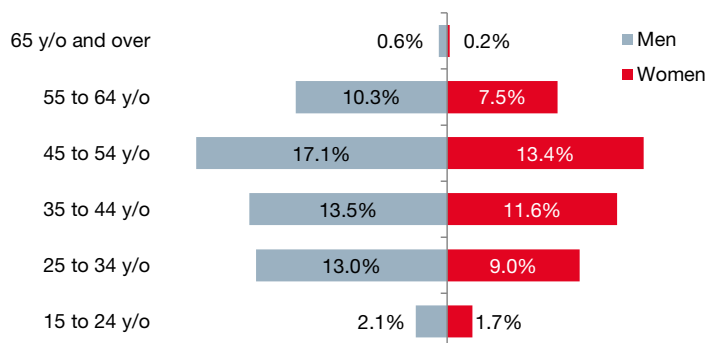
#### 3. Number of entrants and leavers in the Civil Service by grouped attachment in 2021



Sources: Human Resources and Training Department, Monaco Statistics

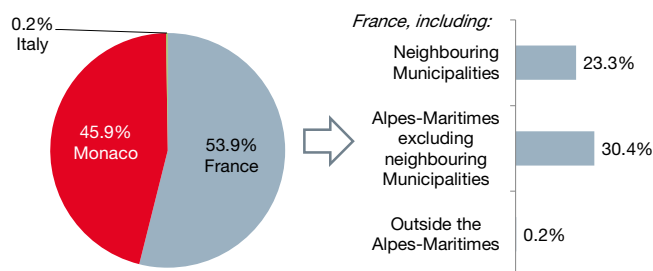
## The numbers of French and commuters are increasing among the civil workforce

### 4. Distribution of civil service employees by age group and gender in 2021



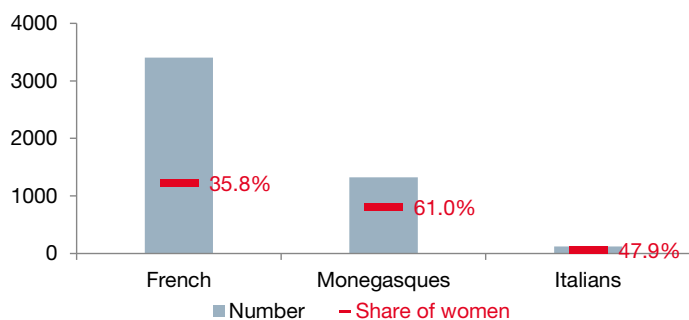
Sources: Human Resources and Training Department, Monaco Statistics

### 5. Distribution of civil service employees by place of residence in 2021



Sources: Human Resources and Training Department, Monaco Statistics

### 6. Breakdown of the main nationalities represented among civil servants in 2021



Sources: Human Resources and Training Department, Monaco Statistics

In 2021, the average age of civil servants is 43.5 years. This average age, which is identical for women and men, is down slightly from the previous year (-0.1 year). The share of those aged 25-34 has increased, as has the 35-44 age group. The 45-54 age group, however, remains the most represented among the civil service workforce.

Slightly less than half of all civil servants live in Monaco. Although their number has remained stable at around 2,300 over the period, their proportion has decreased compared to 2020, to the benefit of commuters. The latter represent 54.1% of civil service employees in 2021 (up 0.9 point). This increase is mainly due to the increase in the number of residents of the Alpes-Maritimes excluding neighbouring municipalities (1 point more than the previous year). These employees thus represent more than 30% of the total workforce in 2021. The proportion of residents of neighbouring communes (Beausoleil, Cap d'Ail, La Turbie and Roquebrune-Cap-Martin) has remained stable at 23.3%.

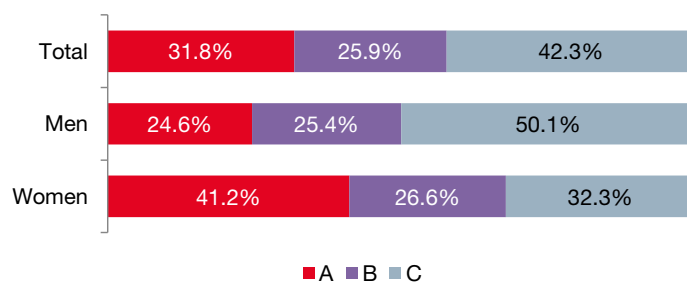
More than two thirds of the employees of the Civil Service, i.e. approximately 3,400, are of French nationality (an increase of 0.6 point compared to the previous year). The number of Monegasques, although slightly down, remains above 1,300. Nationals thus represent 26.4% of the population in 2021. The distribution of men and women varies greatly depending on nationality. It is among Monegasque civil servants that women are the most present in proportion, at 61%. The trend is the opposite for French nationals, among whom the proportion of women is 35.8%. The other nationalities have a more balanced gender distribution.

## The distribution of agents by job category is relatively stable

By the end of 2021, nearly one third of the civil service workforce occupied a category A position and slightly more than a quarter a category B position. Category C is the most represented overall, with more than 4 out of 10 employees. These proportions are comparable to 2020.

The distribution by job category is very different according to gender, in particular because of the over-representation of men in certain jobs in category C. Women, who are less numerous in the overall workforce, are more present in category A in proportion (41.2%). Category B positions concern about a quarter of the staff, regardless of gender.

### 7. Distribution of civil service employees by category and gender in 2021



Sources: Human Resources and Training Department, Monaco Statistics

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

